

New Hampshire Soccer Association Annual General Meeting Book Reports for the 2025 Year

Presented at the 2026 Annual General Meeting



AGM Minutes

New Hampshire Soccer Meeting: Growth, Initiatives, Elections

New Hampshire Soccer Association Annual General membership meeting

Date: February 1, 2025 Time: 8:30 AM Location: southern New Hampshire University

1. Call to Order and Introductions

- Meeting Initiated: Meeting called to order with the Pledge of Allegiance. Acknowledgment of attendees' presence despite favorable New Hampshire weather.
 - Board Members Introduced: * Erica Crea Executive Vice President * Jeff Auprey: Vice President of Indoor * Mark Chagnon: Vice President of Adult * Cullen Madden: Vice President of Youth Competitive * Lisa Davidson: Treasurer
 - Absent Board Members: Kristen Lavigne; Dave Farr
 - Staff Introduced: * Ann Fichera: Executive Director * Ed Royer: Director of Operations, Adaptive Soccer Program * Tammy Morris * Kyle Gray
 - Additional Attendees: * State Referee Association represented by Mark Sadler * Jeff Cousineau: Director of Coaching Education and Moderator for the Day
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2. Welcome Remarks by Moderator

- Jeff Cousineau welcomed attendees and outlined the meeting's structure and objectives.
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3. Director of Operations Update

- Presenter: Ed Royer
- Key Highlights: * Growth Metrics: * Teams increased from 332 last season to approximately 563 this season. * Overall discipline incidents decreased, though minor increases in coach behavior incidents noted. * League Integration: * Successful merger of NNESL and NHSL to create a unified league. * Emphasis on a "stronger together" approach to foster community and competition. * League Operating Committee: * Comprises 7-9 volunteer club leaders. * Encouragement for new members to join and contribute. * Registration and Season Planning: * Spring registration imminent with closing shortly thereafter. * Divisions

and seedings will be organized based on registration numbers. * Fundraising and Community Initiatives: * Raised approximately \$10,000 through vendor donations at playoffs. * Food drives have collected over a thousand pounds for the National City Kitchen. * Upcoming Surveys and Educational Sessions: * Rule survey to gather feedback on existing regulations and potential changes. * Open Ohio States informational meetings scheduled in the coming weeks. * ODP and Referee Programs: Focus on expanding referee mentorship and training programs. Partnership with Vermont for the Crossings Cup tournament. Highlighted achievements of the ODP program with upcoming tryouts in June.

4. Adaptive Soccer Update

- Presenters: Kyle Gray and Tammie Morris
 - Program Overview: * Adaptive Sports Defined: Modified versions of traditional soccer to accommodate various disabilities, including limb impairments, visual impairments, and cognitive disabilities. * Current Programs: * Line Soccer * Amputee Soccer * Top Soccer * Future Developments: * Introduction of CP Soccer. * Partnership with Northeast Passage to launch Wheelchair Soccer. * Unified Soccer Initiatives: * Expanding programs within schools and communities to promote inclusivity. * Training and Resource Allocation: * Providing specialized training for coaches and volunteers. * Raising awareness through collaborations with disability organizations. * Referee Development: Kyle Gray, a national blind soccer referee, is seeking additional referees. Upcoming blind soccer referee training camps in Colorado Springs (April, June, October) and international training starting in December.
 - Call to Action: Encouragement for members to volunteer, spread awareness, and support adaptive sports initiatives to foster an inclusive soccer community.
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5. Meeting Procedures Overview

- Moderator Guidelines: Ensuring orderly discussions by allowing one speaker at a time. Utilizing motions with seconds for decision-making processes. Facilitating amendments through the standard procedural steps.
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6. Roll Call

- Attendance Verification: Comprehensive roll call conducted via QR code. Majority of board members and affiliated clubs present. Confirmation that all present members represent various soccer clubs across New Hampshire.
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7. Approval of Minutes

- Process: * Motion to accept the previous meeting's minutes accessed via QR code. * Amendment: Correction of a speaker's name from "Ann spoke on Go Geo" to "CO Geo COGEO." Motion seconded and unanimously approved with the amendment.
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8. Treasurer's Report

- Presenter: Lisa Davidson
 - Fiscal Overview: * Fiscal Year: September 1 to August 31 * Budget Reporting: * State Division: * Estimated Income: \$15,000 * Profit: \$12,226.20 * NHSL Division: * Profit: \$23,356.66 * ODP Division: * Profit: \$20,646.61 * Total Net Income: \$56,229.47
 - Financial Strategies: Maintaining fees without proposed increases for the upcoming fiscal year. Exploring additional revenue streams through the New Hampshire lottery system and vendor donations.
 - Proposed Fees: Detailed fee structure for different age groups and league affiliations. Noted that referee fees are not included in the current budget proposal.
 - Approval: Motion to accept the treasurer's report passed unanimously after review.
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9. New Business

9.1 Age Registration Requirements

- Discussion Leader: Cullen Madden
- Current Review: U.S. Soccer is evaluating age registration methods (birth year vs. school year). No final decision made; ongoing monitoring and discussions.
- Implications: Potential impact on team registrations, especially in border areas with neighboring states like Massachusetts and Maine. Insurance concerns with mixed-age or incorrectly categorized teams.
- Decision Timeline: Potential implementation by the 2026-2027 season.
- Member Input: Surveys will be distributed to gather member feedback on preferred registration methods. Comprehensive discussions planned to ensure alignment with regional practices.
- Action Items: Conduct and analyze surveys regarding age registration preferences. Engage in meetings with neighboring state associations to harmonize registration practices. Prepare for potential budgetary adjustments based on registration changes.

9.2 Elections

- Positions Filled: * Treasurer: Lisa Davidson (unopposed) * Vice President of Indoor: Jeff Auprey (unopposed) * Vice President of Adult: Mark Chagnon (unopposed) * Vice President of Youth Competitive: Cullen Madden (unopposed) * President: Clement Madden (unopposed);
 - Process: Uncontested elections conducted through motions and acclamations. All positions approved unanimously.
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10. Announcements and Member Updates

- Resignations: * Frank Scarito; longtime state youth referee administrator resigned after over 16 years of service. Appreciation expressed for his dedication and contributions.
 - Upcoming Events: * Steinbrusher Cup: * Organizer: U.S. Soccer Adult Council * Date: First weekend in June * Location: Southern New Hampshire University, Manchester (tentative) * Participants: National amateur champions from various associations * Features: Tournament games, referee clinics hosted by Brian Hall * Objective: Determine the best amateur team in the U.S. and provide development opportunities for referees. * World Cup Volunteering: * Opportunities available for members to volunteer during the World Cup. * Encouragement to participate and gain valuable experience. * Memorial Day Tournament: * Organizer: Hampshire United Soccer Club * Date: Memorial Day Weekend * Details: 250 teams from New England and beyond, hosted at Souhegan High School in Amherst. * Activities: Youth and U19 games, playoff matches, community events. * NHSA Day at Gillette Stadium: * Date: April 19th * Activities: Two youth games on Gillette Stadium field, Revs game against New York City FC at 7:30 PM. * Purpose: Community engagement and support for New Hampshire Soccer programs.
 - Fundraising and Community Support: * Flo International Events: * Fundraiser: February 12th at Liddell Winery in Amherst. * Activities: Auctions, soccer-themed prizes, donation drives for underprivileged communities.
 - Member Achievements: Recognition of the state's first homegrown national referee. Congratulations to Seacoast United and Manchester teams for winning adult divisions.
 - Adaptive Soccer Demonstration: Video presentation showcasing adaptive soccer drills and player experiences. Testimonials from players highlighting the positive impact of adaptive programs.
 - Support for NHSA Events: * Peter Jameson from Revs: Promotion of NHSA Day at Gillette Stadium. Invitation to participate and volunteer in upcoming soccer events.
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11. Action Items

- Ed Royer: Distribute and analyze rule survey to gather member feedback. Expand mentorship programs for referees, including the planned jamboree.
 - Kyle Gray: Organize and facilitate upcoming adaptive soccer training camps. Recruit additional blind and wheelchair soccer referees.
 - Lisa Davidson: Continue fundraising initiatives through lottery systems and vendor donations. Maintain transparent financial reporting and communication with members.
 - Board Members: Engage in discussions regarding age registration changes. Collaborate with neighboring states to align registration practices. Prepare for potential budget adjustments based on new registration policies.
 - All Attendees: Register for the upcoming spring season. Participate in and support events such as the Memorial Day Tournament and Steinbrusher Cup. Volunteer for adaptive soccer programs and referee training sessions.
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12. Follow-up Points

- Next Annual General Meeting (AGM): January 31st, 2026
 - Steinbrusher Cup Planning: Finalize venue and participant teams. Coordinate with Brian Hall for referee clinics.
 - Age Registration Decision: Await survey results and regional alignment before finalizing policies. Communicate decisions and guidelines to all members in a timely manner.
 - Referee Administration: Address the vacancy left by Frank Spo and initiate the search for a new youth referee administrator.
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13. Adjournment

- Closing Remarks: Appreciation expressed to all attendees, volunteers, and organizing staff. Raffle conducted with prizes including blankets and Adidas shirts. Encouragement to attend post-meeting breakfast and future events.
 - Meeting Adjourned: Attendees invited to stay for breakfast and networking opportunities.
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Next Meeting: • Date: January 31st, 2026

President's Report – 2025

The state of the NHSA is strong: we have a full board, dedicated staff and a membership committed to furthering the game of soccer in New Hampshire.

For the first time year since I was made president, we have had a stable board that has not had any turnover. We have great people who work diligently in all facets of the game to make sure that soccer is accessible for players at all different levels including adaptive soccer events, indoor, recreational, coaching education, and our competitive league.

As an organization, we are continuing our work on our organization's strategic planning. I had hope to have this plan finished in the past year, but we are not complete in that process yet. We will work on it further this year and we will look to the membership at some point to provide feedback.

As an organization we were able to do some work at the fields in the past year- including buying new goals, hard scaping several areas with dirt work, doing some maintenance on the entry driveway and pushing back the overgrown grass along the back of Field 2.

In this past year I was able to attend the United States Youth Soccer Leadership Symposium in Kansas City, which included networking with people throughout our region and the nation about different issues in the game. USYS is a great partner for the NHSA, and we are grateful for their support and guidance when needed.

Finally, there is 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 hopeful that our USMNT will be able to exceed our expectations and make a solid run in the tournament. One can always hope!

Finally, cheers to each of you- the players, the coaches, the referees, the clubs, the administrators, the parents, the spectators, and the soccer loving public in general. Have a great year.

Respectfully submitted,

Clement T. Madden

President

New Hampshire Soccer Association

December 17, 2025

Executive Director's Report – 2025

As we close out another successful year, I would like to extend my sincere gratitude to our Volunteers, Coaches, Administrators, Board Members, Staff, Referees, Players, and Parents. Your continued dedication and commitment remain the foundation of NH Soccer and are essential to the ongoing growth and evolution of our programs across the state.

I am pleased to report that GotSport continues to be fully utilized across New Hampshire, with the majority of clubs now maximizing this important membership benefit. While some clubs have chosen to retain their existing registration platforms, they are successfully integrating with GotSport to support consistent management of player, coach, and board member data. Our staff remains committed to providing ongoing guidance and training as new features and enhancements are introduced.

This year, NH Soccer continued to reinforce its commitment to player safety through updates to SafeSport education requirements. SafeSport training and background checks are mandatory for all individuals who interact with underage participants, including players who turn 18 during the seasonal year and roster on teams with underage players. The SafeSport course remains free and accessible, providing critical education to help ensure a safe and respectful environment for all. We encourage clubs to continue sharing SafeSport resources with parents and guardians.

The NHSA Board of Directors remains actively engaged in initiatives focused on strengthening and growing the game throughout New Hampshire. I would like to recognize the Executive Board for their dedication and countless hours of service. Their leadership and commitment play a vital role in guiding the Association forward and supporting the needs of our membership.

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 and Kyle Grey

Looking ahead, I am sincerely grateful for the continued support shown to NH Soccer and its leadership. Together, we remain committed to providing a safe, inclusive, and engaging soccer environment for youth and adults across the state. I welcome your feedback, questions, and ideas as we move forward.

As we prepare for another successful year, I encourage everyone to find meaningful ways to contribute to the growth of the game.

Become a Referee – Enroll in a referee training course



Become a Coach – Participate in coaching education and certification programs

Encourage Players – Model positivity and sportsmanship from the sidelines

Be a TOPSoccer Buddy – Support and mentor an adaptive participant

Volunteer – Give back to your club or community through service

I look forward to another productive and exciting year ahead and wish everyone continued health and success.

Respectfully submitted,

Anne Fichera

Executive Director

New Hampshire Soccer Association

Executive Vice President's Report – 2025 / 2026

2025 Annual Report for the 2026 Annual Meeting

Throughout my term as Executive Vice President of the New Hampshire Soccer Association, I have supported President Clem Madden while fulfilling the core responsibilities of the role. These responsibilities include oversight of the Olympic Development Program (ODP), support of New Hampshire Soccer League playoffs, and management of the Pembroke State Fields.

My involvement with ODP has focused on supporting staff with the organization and site management of tryouts, training sessions, and competitive play. Under the leadership of Ed Royer, the ODP program continues to grow, with participation numbers trending upward year over year. Ed's leadership and commitment have been instrumental in the program's continued success.

At the Pembroke State Fields, NHSA is currently seeking a new maintenance partner and is actively reviewing bids for this project. A key focus for the coming year will be increasing the utilization and revenue potential of this facility. With seven quality fields and ample parking in a state where field access remains limited, we intend to be more proactive in marketing and promoting this valuable resource.

In partnership with Anne Fichera, NHSA Executive Director, I have continued to build on initiatives launched last year, with an emphasis on strengthening communication and engagement across the membership. NHSA continues to distribute a quarterly newsletter tailored to clubs, parents, and coaches, providing consistent updates, resources, and organizational information.

Social media engagement remained a priority during this term. Building on the foundation established last year, a structured social media calendar supported a consistent and effective presence across Facebook and Instagram, further improving communication, visibility, and outreach within the New Hampshire soccer community.

Overall, the Board has worked collaboratively and effectively in support of the Association's goals. The collective energy, professionalism, and commitment demonstrated by the Board have been impressive, and I am confident in our ability to continue building on this momentum in the 2025–2026 year.

I would like to extend my sincere appreciation to Anne Fichera and Ed Royer for their continued dedication and leadership. Both play critical roles in the growth and development of soccer in New Hampshire, and their contributions are greatly valued.

Respectfully submitted,

Erica Crea
Executive Vice President
New Hampshire Soccer Association

Vice President of Adult Soccer – 2025

VP Annual Report

Affiliated Outdoor Leagues

Latino Hispanic international Football Association

This 10-12 team multi-cultural league plays Fall, Winter Indoor and Spring. It is a somewhat highly competitive Men's league based out of Nashua NH.

M_Chester Soccer League

I plan to meet with the league president and his VP to discuss the operations going forward.

Tournaments: The Twin State Cup.

This is a joint venture between the Vermont State Association and ourselves. This is an annual event which alternates every year between Vermont and NH. It consists of 2 games a Men's game as well as a Coed game. Last year NH traveled to Burlington Vt. For these 2 games.

Auto Fair Sport dome:

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

Adult Indoor Championships:

This event is held annually and is designed to have the best sanctioned Men's teams and Coed teams competing for an indoor adult championship.

Region 1 Cup Committee

This is a committee that I was asked to be on, which plans and hosts the Regional Adult Championships amongst all genders and age groups of adult soccer

2025 Events & Meetings

Traveled to the USSF & the USASA Annual Meetings.

This past years Twin State cup was held in Burlington VT. Both NH teams lost in overtime.

We hosted the 2025 Hank Steinbrecher Cup. The Steinbrecher Cup consists of combining the Men's Adult league champions from around the United States in order to compete to see who is truly the best Amateur Men's team in USASA

Updates from 2025 Semi Professional Soccer.

USL – Division 1

Portland Hearts of Pine (11-7-12) – Made it all the way to the semifinals and lost to Spokane (14-7-9) in penalty kick shootout.

USL – Division 2

Vermont Green finished in first place in the Northeast Division with a 11-0-3 in the Northeast Div. Moving on to win the National Championship. They will represent the USL in the Hank Steinbrescher Cup.

USPSL Teams

Inter NH FC – Second place in the New England North Div. (6-2-2)

Beech St FC – Ended up in Fourth place in the New England North Div. (5-0-5). Won the Northern Division playoffs and lost in the national championship game in New York.

Mark L. Chagnon – Adultvp@soccernh.org. (603)340-8143

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Vice President of Competitive Soccer – 2025

Vice President of Youth Competitive Soccer

2025 Annual Report

The 2025 calendar year reflected continued progress in New Hampshire’s youth competitive soccer landscape, highlighted by league growth, regional participation, enhanced governance, and a firm commitment to player and referee safety. Through collaboration with league leadership, clubs, referees, and national partners, NHSA remains focused on delivering a high-quality, developmentally appropriate competitive environment aligned with national best practices.

New Hampshire Soccer League (NHSL) – Growth & Professional Standards

In 2025, the New Hampshire Soccer League continued its upward trajectory, reinforcing its reputation as a professionally operated and regionally respected competition platform. League participation increased to 575 teams in Fall 2025, up from 561 teams in Fall 2024 and 334 teams in Fall 2023, reflecting sustained confidence from member clubs.

A notable development in 2025 was the continued increase in out-of-state teams electing to compete in NHSL. This trend underscores the league’s consistency in operations, scheduling, communication, and referee coordination, and serves as an external validation of the league’s quality and professionalism. NHSL’s ability to attract teams beyond New Hampshire highlights its standing as a reliable and competitive regional league.

Throughout the year, NHSL successfully administered thousands of matches, concluded the Spring season, and continued refinement of disciplinary and appeals processes, ensuring accountability and consistency across all competitions.

U.S. Youth Soccer Events & State Representation

New Hampshire clubs continued to represent the state at U.S. Youth Soccer regional competitions in 2025, gaining valuable experience against top-level opposition from across the Eastern Region.

At the USYS Presidents Cup – Eastern Region (June 13–17, 2025, Valley Forge, PA), New Hampshire was represented by multiple teams across age groups, including International SC and Seacoast United. Notable performances included the U12 Boys International SC advancing to the semifinals with multiple wins against teams from Connecticut, New Jersey, and Maryland. Participation across U12, U14, and U17 divisions provided important exposure to regional competition standards and expectations.

New Hampshire clubs also competed in the USYS National Championship Series – Eastern Region (June 28–July 3, 2025, Loudoun County, VA), with FC Stars NH representing the state in both the U14 Boys and U17 Girls divisions. While no NHSA teams advanced to National Finals in 2025, these events remain a critical component of player and club development, offering benchmarking opportunities against elite regional competition.

The State Cup and Presidents Cup pathways continue to evolve, with future advancement structures positioning New Hampshire teams for increased access to regional and national events beginning in 2026.

Referee Abuse Prevention & Competitive Environment Accountability

A major focus of 2025 was the implementation and enforcement of enhanced referee protection measures. NHSA adopted updated policies aligned with U.S. Soccer’s Referee Abuse Prevention framework, enabling leagues to address non-physical referee abuse at the league level while ensuring formal reporting and escalation to the state when required.

Throughout the year, multiple Referee Abuse Prevention (RAP) disciplinary reviews were conducted, resulting in suspensions and appeals where appropriate. This consistent enforcement approach has demonstrated success in mitigating repeat behaviors, improving accountability, and reinforcing expectations across all levels of competition.

By taking a firm stance on referee abuse, NHSA has strengthened the match environment, supported referee retention, and aligned competition governance with national standards.

Governance, Policy, and Best Practices Alignment

In alignment with best practices for youth soccer governance, 2025 also saw continued review and modernization of NHSA policies. Key initiatives included:

Comprehensive review of the NHSA Policy Manual with an emphasis on transparency and consistency

Alignment with updated USYS guidance on age group formation cycles

Continued discussion around policies related to gender identity, SafeSport jurisdiction, and disciplinary clarity

Ongoing recommendations to establish a Diversity, Equity, and Inclusion (DEI) Committee to proactively address emerging challenges at all levels of the game.

Looking Ahead



As New Hampshire Soccer moves forward, priorities remain centered on player-centered competition, professional league operations, referee safety, and responsible growth. Continued participation in USYS events, refinement of league governance, and alignment with national best practices will ensure that New Hampshire remains a respected and competitive soccer state both regionally and nationally.

Respectfully submitted,

Cullen Madden
Vice President of Youth Competitive Soccer
New Hampshire Soccer Association

Vice President of Recreational Soccer – 2025 / 2026

Annual Board Report: VP of Recreation

The 2025/2026 season was a strong year for the Recreation Program, with a total of 3,560 players participating. This continued engagement reflects the dedication of our clubs, leaders, and volunteers who work tirelessly to provide recreational soccer opportunities for players across the state.

One of the key initiatives this year has been the rollout of the learning program in partnership with etrainu. Several clubs are already utilizing the platform and have found it to be a valuable resource for training coaches, leaders, and volunteers. While participation is optional, etrainu offers a strong, flexible learning tool that supports consistent education and long-term development across all levels of recreational soccer. Clubs interested in learning more or exploring how etrainu could support their organization are encouraged to reach out to Anne for additional information.

These accomplishments underscore our continued commitment to providing inclusive, welcoming, and enriching soccer experiences for all participants. I look forward to building on this momentum and further strengthening the Recreation Program in the coming year.

For the good of the game,
David Farr

Vice President of Indoor Soccer – 2025

Associated Indoor Locations

- NH Sportsdome - They have been open since mid-January 2021 with a Hooksett location, as well as a second location in Goffstown.
- NH Sportsplex – Bedford: Location has had continued conversation of partnership and future events
- The Hampshire Dome – Milford: Location has had continued conversation of partnership and future events.
- New England Sports Hub – Somersworth: Initial discussion have begun for future events

I. New business – New Developments to associated members

- a. Development of NH Indoor State Cup
- b. Discussion 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. Discussion of Indoor HS jamboree

II. New initiative – 1

st Annual Rusty Wightman Cup -12/27/2025

Developed in partnership with NH Sportsdome in late October. Saw some great interest given the short window of time and difficult time of year. All proceeds will be built into a scholarship fund for future athletes. Future development would like to include multiple facilities to grow the game across venues.

III. Looking ahead to 2026

Continue partnerships with associated facilities.

Grow Wightman Cup and develop more Spring/Summer opportunities for community engagement and growing the good of the game

Director of Coaching – 2025

Introduction and Mission Alignment

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. Central to fulfilling this mission is the ongoing development of coaches, whose influence extends well beyond tactics and results and into the creation of meaningful, positive learning environments for players.

The NHSA Coaching Education Department serves as a catalyst for learning and personal growth within the New Hampshire soccer community. Our work is rooted in helping coaches recognize and reach their potential as leaders, mentors, teachers and role models for youth players across the state. The success of this mission is made possible by a dedicated and growing staff of USSF certified coach educators who bring professionalism, care and educational expertise to every course they deliver.

NHSA Hosted USSF Coaching Courses – 2025 in a Glance

In 2025, NHSA continued its commitment to providing accessible, high-quality coaching education opportunities aligned with the U.S. Soccer Federation coaching pathway. Courses were delivered in both fully in-person and blended formats, allowing NHSA to reach coaches throughout the state while meeting diverse scheduling and geographic needs.

All course information and registration were managed through the USSF Learning Center, a centralized platform that supports coach development and advancement nationwide.

Across 23 NHSA hosted courses, over 300 coaches advanced their coaching education and earned USSF licenses in 2025. These coaches demonstrated a strong commitment to their own development and, in turn, to improving the learning experiences of the players they serve.

The NHSA Coaching Education Department congratulate all the participating coaches for meeting NHSA and NHSL coaching certification requirements and for investing time and energy into their growth as educators of the game.

USFF Grassroots Coaching Education

The USSF Grassroots (GR) courses serve as the entry point into the USSF coaching pathway. These courses introduce coaches to the six tasks of coaching and encourage them to think beyond formation and tactics, emphasizing player-centered learning, age-appropriate development and positive coach-player relationships. With a low threshold for time and financial commitment, GR course remain a cornerstone of NHSA’s coaching education efforts.

Winter Grassroots Coaching Education Courses (January – March)

Winter GR courses were delivered in blended format combining:

Virtual classroom sessions via Zoom

In-Person field sessions held at the AutoFair SportsDome.

This format provided flexibility while maintaining high instructional standards and meaningful on-field learning experiences.

Summer Grassroots Coaching Education Courses (July-August)

Summer GR courses were delivered in both blended and fully in-person formats. These courses were hosted by clubs across the state, strengthening local connections and community-based learning. Host clubs included:

Hampton Soccer Club

Hampshire United Soccer Club

Maximum Velocity Football Club

Merrimack Soccer Club

Nashua Youth Soccer League

NHSA extends sincere thanks to these clubs for their partnership and support in bringing coaching education directly into local communities.

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

USSF National D License

NHSA hosted the annual USSF National D License in the winter and spring of 2025, enrolling 25 coaches. The course was delivered in a blended format that included:

Nine virtual classroom meetings

Four in-person meeting days. Two days in March and two more days in April

Each in-person day consisted of classroom and field sessions.

Classroom sessions held at The Derryfield School, Manchester

Field sessions held at the AutoFair SportsDome

The USSF D License represents the highest level USSF Course administered by the state and is the first multi-meeting, multi-day course in the coaching pathway. It challenges coaches to reflect deeply on their values, behaviors and impact as educators.

The USSF D License learning objectives include

Identify personal coaching-focused core values

Foster an ongoing process of self-development

Create safe, positive and inclusive coach-player relationships

Guided by these objectives, the course provided a dynamic learning environment where coaches examined modern teaching methodologies and reflected on their growth and identity as coaches.

A special thanks to Matt Malej, Dave Saxe, and Lenny Webb who served as coach educators with me on the USSF D License staff. Their collective expertise ensured a high quality learning experience that challenged and supported the student coaches.

USSF National C License

In 2025, NHSA co-hosted its eighth USSF National C License with Massachusetts Youth Soccer. The course ran from March through June and was delivered in a blended format featuring

Sixteen weekly virtual classroom meetings

A four-day in-person meeting held in early April.

Each in-person day consisted of classroom and field sessions.

Classroom sessions held at Southern New Hampshire University, Manchester

Field sessions held at the AutoFair SportsDome

Building on the foundation set by the USSF D License, the USSF C License expands coaches' understanding of their coaching philosophy and professional practice.

The USSF C License learning objectives include:

Establish a personalized coaching philosophy

Align self-development with coaching values

Create safe, positive and inclusive coach-player relationships

The course fostered a student-centered learning environment that encouraged reflection, collaboration and deeper engagement with modern coaching methodologies.

A special thanks to Michael Ndoumbe (MA) and Peter Rivard (MN) who served as coach educators with me on the USSF C License staff. NHSA is grateful for the continued partnership with Massachusetts Youth Soccer and the professionalism of the shared educator staff.

NHSA Instructional Staff – Growth and Capacity

All USSF coach educators must complete a rigorous certification process. In 2025, NHSA was supported by ten (10) certified USSF Coach Educators, providing instructional capacity across USSF Grassroots, D License and C License levels.

Instructional Staff Highlights

Iwan Fuchs successfully expanded his certification to include the USSF D License, strengthening NHSA's capacity at the state license level.

Mark Smith completed the USSF Coach Educator Licensing Program and joined the instructional staff as a newly certified USSF Grassroots educator.

These advancements reflect NHSA's commitment to internal professional growth and long-term sustainability of the coaching education program.

NHSA continues to actively recruit new coach educators to meet the evolving needs of its membership. Expanding the instructional staff allows NHSA to increase course availability, enhance geographic reach and maintain high instructional standards.

If you, or someone you know, are interested in becoming a USSF Coach Educator, please forward me their name and contact information so I can start the interview process.

Appreciation and Closing

I would like to express my sincere thanks and appreciation to the NHSA Instructional Staff and Anne Fichera, NHSA Executive Director. The continued support, professionalism and collaboration with the instructional staff and Ms. Fichera make it possible for me to carry out my work effectively. I am deeply grateful for their support and friendship.

Together, the instructional staff, Ms. Fichera and I continue to build a strong, learner-centered coaching education system that supports coaches, players and the broader coaching community throughout New Hampshire.

Report Submitted By

Jeffrey S. Cousineau

NHSA Director of Coaching Education

State Referee Association (SYRA) – 2025

New Hampshire State Referee Administrator Annual Report CY2025

- Referee Program License Summary
- Upgrades
 - o 2 New Regional Referees
 - o 1 New Referee Coach
 - o Multiple people in upgrade process for Regional and Regional Futsal Referee
- New Referee Training
 - o 9 classes held over winter 2025 & summer 2025
 - o Locations ranged from North Conway to Portsmouth
- Referee Mentors and Coaches
 - o Supported multiple Regional Upgrade evaluation requests
 - o Supported multiple Regional Referee maintenance evaluations
 - o Mentors at league games for support notably to new referees
 - o Mentors at a Recreational Program for observations and feedback
- Activities
 - o Quarterly SRC meetings
 - o Resumption of Continuing Education opportunities
 - o Mentor and Referee Coach sessions with National Referee Coach
- US Youth Soccer and US Adult Soccer Events
 - o US Youth Soccer
 - § Delegation to East Region Events
- Presidents Cup
 - o Two referees selected for National President's Cup

- o One referee selected for 2026 National President's Cup
- National Championship Series
- o One referee selected as Assistant Referee at National Finals
- o Farewell to NCS Regional Event as last year

o US Adult Soccer

§ One referee awarded Veteran's Cup

License Count

Referee 705

Regional Referee 1

Regional Emeritus Referee 5

Grassroots Futsal Referee 32

Referee Coach 2

Referee Mentor 17

National Referee 1

National Referee Coach 1

Assignor 15

New Hampshire State Referee Administrator Annual Report CY2025

- US Soccer Administrators Workshop/US Soccer AGM
- o NH SRC had representative present
- o SRA & SDI attending 2026 event

GOALS/OBJECTIVES for CY2024

- o Continue regular State Referee Committee meetings
- o Update SRC website and social media presence

- o Increase observations of Grassroots referees to improve skills and develop for higher levels and improve soccer in NH
- o Continue with expanded training/development using National Referee Coach
- o Help improve the game of soccer in NH through referee development and training

Respectfully submitted,

State Referee Administrator

sra@nhreferee.org

www.nhreferee.org

State Youth Referee Association (SYRA) – 2025

State Youth Referee Administrator

As the 2025 calendar year comes to a close, it has been both an honor and a privilege to serve as the New Hampshire State Youth Referee Administrator. I officially assumed this role in February of 2025 and am deeply grateful to the State Referee Committee for the trust and confidence placed in me. Stepping into this position has been both humbling and motivating, and I am thankful for the opportunity to serve New Hampshire's referee community.

This transition would not have been possible without the strong foundation built by my predecessor, Frank Scarito, who dedicated 16 years of service to referee development in New Hampshire. Frank's leadership helped establish a culture of professionalism, education, and opportunity that continues to benefit referees across the state. I am equally grateful to former SYRAs Howard Houle and Fil Faria, whose mentorship and support throughout my refereeing career played a critical role in my development and preparation for this position. Their guidance and leadership continue to influence my approach as SYRA.

Referee Recruitment & Entry-Level Development

Throughout 2025, meaningful strides were made in the recruitment and onboarding of new referees across the state. Two cornerstone initiatives—the NH Club Supported Education Program and the NH Recreational Education Incentive Program—were central to this progress.

Through these programs, New Hampshire clubs and recreational organizations received education credits that allowed new referees to register for entry-level courses at no cost, in exchange for volunteer participation in Practical Training Sessions. These initiatives have proven to be mutually beneficial. They support referee recruitment and development while also providing clubs and leagues with an opportunity to experience the game from a referee's perspective. This exposure has helped foster greater understanding, empathy, and respect for officials, while strengthening collaboration between referees and the broader soccer community.

Referee Appointments & Representation Beyond New Hampshire

A defining success of 2025 was the continued presence and recognition of New Hampshire referees at Regional and National competitions. Officials from New Hampshire were appointed to numerous high-level events, reflecting both individual excellence and the strength of the state's referee development pathway.

At the USYS Eastern Presidents Cup, New Hampshire was represented by Dante Castellano, Craig Coventry, Sergio Garcia, and Matthew Urrea, with Nic Hedstrom serving in a mentoring role. The USYS Eastern Regional Championships included appointments for Dante Castellano, Tristan DeBlois, Hannah Jaworski,



William Jones, Sierra Mercer, and Matthew Urrea, supported by Shawn Coventry as a mentor and Mark Sadler in his role as Referee Coach and State Referee Administrator.

New Hampshire referees were also selected to officiate at the US Youth National Futsal Championships, with Dante Castellano, Craig Coventry, Shawn Coventry, Kendra Santoro, and Nic Hedstrom earning national-level futsal appointments.

At the national championship stage, Craig Coventry and Dante Castellano were appointed as match officials for the 2025 USYS National Presidents Cup Finals in Tampa, Florida. William Jones was appointed as an Assistant Referee for the 2025 USYS National Championships in Orlando, Florida, while Hannah Jaworski was selected as an Alternate Match Official for the same event. In addition, Sergio Chavez earned appointment to the 2026 USYS National Presidents Cup Finals.

Most notably, Dante Castellano was recognized as the U.S. Youth Soccer Assistant Referee of the Year, a significant individual honor and a point of pride for the New Hampshire referee community. These appointments and recognitions reinforce New Hampshire's reputation for producing officials who are prepared, professional, and capable of succeeding at the highest levels of youth competition.

Referee Advancement & License Upgrades

Referee development continued beyond match appointments, with meaningful progress in referee advancement during 2025. Hannah Jaworski, William Jones, and Kendra Santoro successfully earned their Regional Referee licenses, reflecting sustained performance, continued education, and a strong commitment to personal and professional development within the referee pathway.

In addition, Kyle Averill earned the National Referee license, the highest referee license achievable within U.S. Soccer. This accomplishment represents an exceptional level of performance, consistency, and long-term commitment, and stands as a significant milestone for both Kyle individually and referee development in New Hampshire.

I also earned the U.S. Soccer Referee Coach License, expanding New Hampshire's capacity to mentor, educate, and support referees across all stages of development. This achievement strengthens the state's instructional infrastructure and enhances our ability to provide consistent, high-quality coaching and feedback statewide.

Implementation of the U.S. Soccer Referee Abuse Prevention Policy

In March 2025, New Hampshire implemented the updated U.S. Soccer Referee Abuse Prevention Policy (Policy 531-9), a critical step in protecting referees and reinforcing standards of behavior across youth and amateur soccer. This policy established a clearly defined penalty framework for both non-physical and physical referee abuse, with escalating consequences based on severity, repeat offenses, and whether the abuse involved a minor.

Key elements of the policy include minimum match suspensions, time-based penalties, enhanced sanctions for repeat offenders, and significantly increased penalties for offenses against minor referees. The policy also places an emphasis on consistent reporting, education, and shared accountability among referees, leagues, and competition authorities.

Throughout 2025, education on the updated policy was incorporated into referee training, communications, and stakeholder outreach. Emphasis was placed on ensuring referees understood reporting expectations, while leagues and clubs were encouraged to proactively share policy information with coaches, players, and spectators. The implementation of this policy represents an important cultural shift toward accountability, safety, and respect, and aligns with U.S. Soccer’s broader “Respect the Call” initiative.

Looking Ahead

While challenges remain—many of which extend beyond the direct control of the State Referee Committee—the progress achieved in 2025 reinforces the importance of intentional education, collaboration, and long-term investment in people. Referee recruitment, retention, advancement, and protection are all interconnected, and continued success depends on sustained support from clubs, leagues, assignors, parents, and referees themselves.

I am optimistic about the future of referee development in New Hampshire and look forward to building upon the momentum established this year. Together, we can continue to grow a referee program that serves the game with integrity, professionalism, and pride.

Respectfully submitted,

Cullen Madden
State Youth Referee Administrator
New Hampshire State Referee Committee

SDI Report



NH State Director of Referee Instruction: Annual Report 2025

General

1. Collated, assembled, and mailed badges to referees who completed license requirements.
2. Communicated with OSI regarding badge mailings
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 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 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. Provided and coached new Referee Mentor course.
13. There were 2 Referee Coaches and 17 Mentors this year. Additionally, advancing referees were used to help with field session.

Respectfully Submitted,



John Breda Jr
NH SDI