



State Referee Committee Agenda – January 2020

- SRA Report (including Financial Summary)
- SYRA Report
- SDA Report
- SDI Report
- Futsal Admin Report
- Area Reps
- Old Business
 - Use of SRC Equipment - Zoldak
 - East Region Update - Breda
- New Business
 - Form for Out of State Referees – McGuire
 - Conflict of Interest Policy – Breda
 - Assessor Fees – Merriken
 - Assessor Field Passes - Breda



NHSA State Referee Administrator Jan 2020

2020 Registration (as of Jan 10, 2020)

- Referee: 209
- Futsal: 25
- Assessor: 7
- Instructor: 7
- Assignor: 16

Activities

- Attended NHSA Meetings
- Participated in multiple US Soccer Referee Administrator conference calls
- Coaching Outreach – LOTG Change
 - Presented proposal to NHSA Coaching Director for coaches to attend recerts
 - Interest however nothing concrete has occurred
- Website
 - Overall hearing positive feedback
 - C. Madden appointed webmaster
 - Kudos to John Breda for coordination and input
- NH SRC Social Media
 - C. Madden took on oversight in conjunction with webmaster duties
 - Facebook page now available
- Development Assessments
 - Total of 41 development type assessments to youth leagues
 - Abysmal output considering number of assessors
- Scheduled to attend US Soccer Referee Administrators Workshop in March



NH State Director of Referee Assessment and Instruction: Annual Report 2019

General

1. Attended the US Soccer Referee Administrator workshop in Chicago, Illinois in March.
2. Continued collaboration in Education Workgroup to develop the New Grassroots Referee training modules by US Soccer. Beta tested and provided feedback regarding new online course. Provided feedback to various referee (grassroots, regional, national) and coach (mentor, regional, national) profiles.
3. Presented updated policies and procedures for the State Referee Committee.
4. Oversaw implementation of updated safety protocols for grassroots referee field sessions. Worked to coordinate purchase an AED and first aid supplies for SRC use at SRC instructional, mentoring and coaching events. Offered an American Red Cross CPR/AED/First Aid course for assessors and instructors.
5. Appointed to be a member of the USYS East Region Advisory Committee. This included conference calls and assisting the referee program at USYS East Region events.
6. Appointed to be a member of the US Soccer Referee program technical advisory committee.
7. Mentored other state associations in the use of the US Soccer Learning Center.
8. Oversaw and liaised with contractor to develop new SRC website.
9. Oversaw the US Soccer mandated fitness test for Regional Referees in August.
10. Participated in quarterly conference calls with US Soccer and other administrators from across the country to collaborate regarding interpretations of the Laws of the Game and best practices.
11. Communicated with US Soccer staff in Chicago, NDA, and other NH SRC members regarding changes in the referee requirements, assessment program, and instructional program.

Assessment

12. The assessment program conducted 242 assessments for 110 different referees. Leagues in which assessments were conducted include LHIFA, NHSL, NNESL, East Region, and US Soccer.
13. The assessment program has 9 assessors and 5 state assessors.
14. Provided referee mentoring in conjunction with the Hampton Youth Association.
15. Assessors represented NH at the USYS East Region Championships.
16. Leagues which provided unrestricted access to real time assignments electronically were continued to be provided free assessments to referees in the leagues.
17. Teamed with NH assessors throughout the year to ensure a consistent message and rating system was being used in the state.
18. The SDA and other State Assessors mentored assessors on the mechanics and skills of assessments.

19. An assessor mentoring program was implemented throughout the year. Assessors were encouraged to do assessments in teams with a lead and secondary assessor. This allowed assessors to work with each other to improve their assessing skills.

Instruction

20. New Grassroots Referees are required to be licensed by US Soccer. In New Hampshire, this is done by completing an online Grassroots Referee course, completing an online Grassroots Referee quiz, completing an online module on Safe and Healthy Playing Environments, attending a 5-hour classroom session and a 2-hour field session to certify the new referees. Those who are aged 18 and older must complete an NCIS background screening as well as an online Safe Sport course. The online courses are managed by US Soccer and the US Center for Safe Sport. The NH SRC offered eight New Grassroots Referee courses which ranged in size from 20 referees to 92 referees. The field sessions employed 25 different mentors and coaches to help with the modules.
21. Each year referees are required to be recertified to receive update to the laws of the games, advanced training and points of emphasis. US Soccer mandated that recertifying referees complete an online Grassroots Referee course, complete an online Grassroots Referee quiz, and complete an online module on Safe and Healthy Playing Environments. The NH SRC also offered a two hour classroom session to review and clarify the IFAB law changes. Those who are aged 18 and older must complete an NCIS background screening as well as an online Safe Sport course. The online courses are managed by US Soccer and the US Center for Safe Sport. The NH SRC offered 18 recertifying Grassroots Referee courses throughout the state.
22. Futsal certification is an 8 hour class. Annual recertification was offered online only this year. US Soccer mandated that licensed referees complete an online Grassroots Futsal Referee course, complete an online Grassroots Futsal Referee quiz, and complete an online module on Safe and Healthy Playing Environments. Those who are aged 18 and older must complete an NCIS background screening as well as an online Safe Sport course.
23. Participated in weekly and daily conference calls with US Soccer prior to the release of the Learning Center. Communicated extensive feedback to US Soccer regarding the Learning Center and how to improve the process for referees and administrators.
24. Troubleshooted significant referee issues with the US Soccer Learning Center.
25. Coordinated with area representatives to secure facilities for new and recertifying referee courses.
26. Coordinated an advanced training session that was held in August. Attendance at an advanced training session is required of all advanced grade referees, though the training is open to all New Hampshire referees. The August session was led by US Soccer Director of Referee Development and National referee Coach Rick Eddy.
27. There were 10 registered instructors. There are two certified futsal instructors.

Respectfully Submitted,



John Breda Jr
NH SDA / SDI

	A	B	C	D	E	F	G	H
1							NH Soccer Referee Program	
2							Profit & Loss	01/06/2020
3							January through December 2019	Accrual Basis
4								Jan - Dec 19
5							Ordinary Income/Expense	
6							Income	
7							INCOME	
8							434 · REFEREE	
9							435 · Referee Registration	51,197.50
10							Total 434 · REFEREE	51,197.50
11							440 · Dividends & interest income	9.05
12							Total INCOME	51,206.55
13							Total Income	51,206.55
14							Gross Profit	51,206.55
15							Expense	
16							EXPENSE	
17							7539 · SPAY US Soccer	12,377.50
18							7538 · SPAY CONNECT	1,815.60
19							7537 · SPAY - 5CD DEBIT	4,021.00
20							7536 · ACH Debit BONZI Game Official	2,644.91
21							7533 · BONZI Subscription Fee	592.00
22							7801 · TAX PREPERATION SVCS	706.25
23							Outside Services -	
24							744 · Other contract labor	930.00
25							749 · Office - Accounting&Bookeeping	1,800.00
26							8001 · Grass Roots	5,020.00
27							741 · Fitness Test	250.00
28							800 · Referee Instructor Grade 8	2,715.00
29							802 · Ref. Inst. IN-SERVICE Training	1,000.00
30							804 · Referee Assessment FULL	5,340.00
31							Total Outside Services -	17,055.00
32							Travel	
33							7719 · RENTAL CAR	836.71
34							7720 · Transportation & Travel - Other	91.50
35							7723 · PARKING	170.00
36							Total Travel	1,098.21
37							712 · Donation	271.55
38							718 · Facilities - INDOOR rentals	390.00
39							722 · Insurance	774.00
40							7330 · Web Development & Maint	2,876.00
41							7331 · WEB & Internet Services	286.36
42							760 · Phone	600.00
43							761 · Internet	600.00
44							762 · Postage	323.50
45							769 · Airline Tickets	2,429.36
46							770 · Room&board - Hotel	1,197.55
47							773 · Meals	3,930.33
48							776 · Subscriptions	256.64
49							778 · Supplies	3,233.21
50							791 · Gas	89.00
51							795 · Uniforms - Staff/Ref	1,761.04
52							Total EXPENSE	59,329.01
53							Total Expense	59,329.01
54							Net Ordinary Income	-8,122.46
55							Other Income/Expense	
56							Other Income	
57							Interest income	836.65
58							Total Other Income	836.65
59							Net Other Income	836.65
60							Net Income	-7,285.81

	A	B	C	D	E
1	NH Soccer Referee Program				
2	Balance Sheet				01/06/2020
3	As of January 6, 2020				Accrual Basis
4					Jan 6, 20
5	ASSETS				
6	Current Assets				
7	Checking/Savings				
8				105-R · Referee - Checking	88,048.35
9				106-R · Referee - Savings	18,101.37
10				107 · CD #9844 6 MO	25,820.42
11				108 · CD #9852 6 MO	25,770.89
12				Total Checking/Savings	157,741.03
13	Total Current Assets				157,741.03
14	Fixed Assets				
15				140 · Equipment	1,485.96
16	Total Fixed Assets				1,485.96
17	TOTAL ASSETS				159,226.99
18	LIABILITIES & EQUITY				
19	Equity				
20				349 · Opening Bal Equity	137,073.94
21				350 · Fund Balance	22,403.05
22				Net Income	-250.00
23	Total Equity				159,226.99
24	TOTAL LIABILITIES & EQUITY				159,226.99



NH Soccer Referee Committee

Conflict of Interest Policy and Disclosure Form

Members of the State Referee Committee (SRC) of the New Hampshire Soccer Referee Program (NH SRC), officers, and key volunteers each have an affirmative obligation to act at all times in the best interests of the NH SRC. This policy serves to define the term “conflict of interest,” to assist the SRC, officers, and key volunteers in identifying and disclosing such conflicts, and to minimize the impact of such conflicts on the actions of the NH SRC whenever possible. (Collectively, this policy will refer to the SRC, officers, and key volunteers as “Covered Officials.”)

Fiduciary duty. Each Covered Official has a fiduciary duty to conduct himself or herself without conflict to the interests of the NH SRC. When acting within his or her capacity as a Covered Official, he or she must subordinate personal, business, third-party, and other interests to the welfare and best interests of the NH SRC.

Conflict of interest defined. A “conflict of interest” is any transaction or relationship which presents, or may present, a conflict between a Covered Official’s obligations to the NH SRC and his or her personal, business, or other interests.

Disclosure. The State Referee Committee recognizes that conflicts of interest are not uncommon, and that not all conflicts of interest are necessarily harmful to the NH SRP. However, the SRC requires full disclosure of all actual and potential conflicts of interest. Each Covered official shall disclose any and all facts that may be construed as a conflict of interest, both through an annual disclosure process and whenever such actual or potential conflict occurs.

Process and remedy. The State Referee Committee will determine whether or not a conflict of interest exists, and whether or not such conflict materially and adversely affects the interests of the NH SRC. A Covered Official whose potential conflict is under review may not debate, vote, or otherwise participate in such determination. If the State Referee Committee determines that an actual or potential conflict of interest does exist, the SRC shall also determine an appropriate remedy. Such remedy may include, for example, the recusal of the conflicted Covered Official from participating in certain matters pending before the SRC or other NH SRC body.

Delegation. The State Referee Committee may delegate its authority to review and remedy potential conflicts of interest to the NH SRC Executive Officers (SRA, SYRA, SDA, and/or SDI). Only disinterested members of the NH SRC Executive Officers may participate in any such review. The NH SRC Executive Officers shall inform the State Referee Committee of its determination and recommended action. The State Referee Committee shall retain the right to modify or reverse such determination and action, and shall retain the ultimate enforcement authority with respect to the interpretation and application of this policy.

Annual disclosure process. On an annual basis, each member of the SRC, officers, and key volunteers shall be provided with a copy of this policy, and shall complete and sign the acknowledgement and disclosure form below.



NH Soccer Referee Committee

Referee Committee, Officer and Volunteer Annual Statement of Disclosure

I, _____ (name printed), have read the Conflict of Interest Policy of the NH SRC.

To the best of my knowledge and belief, neither I nor any person or organization with whom I have a personal or business relationship is engaged in any transaction or activity that may represent a conflict with my obligations to the NH SRC.

To the best of my knowledge and belief, neither I nor any person or organization with whom I have a personal or business relationship intends to engage in any transaction, to acquire any interest in any organization or entity, or to receive any substantial gift or favor that may represent a conflict with my obligations to the NH SRC.

To the best of my knowledge and belief, I do not expect to receive compensation from the NH SRC, or to receive in excess of \$10,000 annually from the NH SRC for services I provide to the NH SRC as an independent contractor, other than reimbursement of reasonable expenses.

To the best of my knowledge and belief, no member of my family expects to receive any compensation or material financial benefit from the NH SRC.

To the best of my knowledge and belief, I have no family relationship or business relationship with any current member of the SRC, officers, instructors, assessors, mentors, coaches, assignors and key volunteers of the NH SRC.

Any exceptions to the statements made herein are disclosed in full below.

Without Exception _____ (initial)

With Exception as Described Below _____ (initial)

Signature _____

Date _____