

A Five-Year Development Plan for Saint Michael's College Men's Soccer

Vision statement

Saint Michael's College men's soccer competes at the NCAA Division II level in the Northeast-10 Conference. The program already has an established coaching staff, current athletics facilities, and a competitive structure that gives it a solid base to improve. This plan is not for building a brand-new program. It is for helping an improving program become a more consistent conference contender. The coaching context is performance-based, which means the focus is on competitive success, player development, and long-term program growth instead of only participation.

The five-year goal of this plan is for Saint Michael's men's soccer to finish in the top three of the NE10 and earn an NCAA tournament bid by Year 5. This goal is ambitious, but it is still realistic for a Division II program if the team improves step by step in coaching structure, facilities, equipment, recruiting, and fundraising. The vision of this plan is to build a stronger and more professional program environment that can support better daily training, better recruiting, and more consistent results over time. This vision also connects all parts of the plan together, because stronger fundraising can support staff and facility growth, better facilities and equipment can improve player development, and stronger recruiting can improve the team's long-term performance.

Coaching staff

Saint Michael's College men's soccer already has an established coaching base, which makes this plan more about improving structure than rebuilding from scratch. The current staff includes head coach Wade Jean and assistant coaches Lou Stazi, Dan Greenleaf, Jed Sass, and Ryan Horan. The 2025 roster also lists two managers, athletic trainer Ameer AlKassir, and strength and conditioning coach Matt Dickie. Jean entered the 2025 season in his 16th season at Saint Michael's, and his staff directory bio notes that he holds a United Soccer Coaches Advanced National Coaching License.

In Year 1, the priority is to make everybody's job clearer instead of expanding too fast. The coaching staff should have clearer responsibilities in recruiting, player

development, scouting, match preparation, and team operations. This fits the development plan because if the team wants to move into the top three in the NE10, it first needs better daily organization and more consistent coaching support. It is also realistic for a Division II program because it builds on the staff the program already has.

In Years 2 and 3, if the budget allows, the program should add one low-cost support role, such as video analysis help or operations support. Since Saint Michael's already has team managers and athlete support staff, this would be a reasonable next step instead of a big staffing jump. This can help the coaches spend more time on recruiting and player development.

In Years 4 and 5, the goal is to build a more stable and more specialized coaching structure around the current staff. By that time, the staff should have clearer support in recruiting, player development, and match analysis. This plan is realistic because it adds support step by step instead of changing everything at once. It also connects with other parts of the plan because better fundraising can help support staff growth, and better coaching support can improve recruiting and athlete development.

Facilities

Saint Michael's College already has a good basic facility foundation, so this plan should focus on improving and using current spaces better instead of building everything from the beginning. The men's soccer program already uses Duffy Field in the Doc Jacobs Field Complex. The field has bleachers, shelters, team benches, an electronic scoreboard, and lights for night training and games. The school also has the Ross Sports Center, which includes locker rooms, an athletic training center, and coaches' offices, as well as the Varsity Weight Room for student-athletes.

In Year 1, the main priority should be using the current facilities more effectively. The team should have a more organized schedule for using the field, the weight room, and the athletic training center. This is important because if the team wants to move to the top level of the NE10, it first needs a more professional daily training environment. It is also realistic because it builds on facilities the school already has instead of asking for major construction right away.

In Years 2 and 3, the program should focus on small upgrades, such as improving recovery space, organizing equipment storage better, and building a stronger video review setup for team meetings. These changes can help both player development and match preparation. In Years 4 and 5, the goal should be to create a more professional athlete environment that can help the team attract stronger recruits and support better performance. This plan is realistic because it improves what Saint Michael's already has, and it also matches the program's vision because better facilities can improve training quality, recovery, and team chance's of winning more games.

Equipment

The equipment plan should focus on improving the team's daily training and match preparation step by step. In Year 1, the main priority should be making sure the program has enough basic equipment in good condition for daily use. This includes training balls, cones, pinnies, goalkeeper training gear, small goals, and other practice equipment. The athletics website also shows that Saint Michael's already has an Equipment & Apparel area within its support structure, so the program already has a base to organize equipment support more clearly instead of starting from nothing.

In Years 2 and 3, the program should make small equipment upgrades that can help both player development and match preparation. This can include better training apparel, more organized storage, and stronger video review support for team meetings and tactical work. These changes are realistic because they are smaller upgrades and fit better with the level of a Division II program. In Years 4 and 5, the goal should be to maintain a more complete and more reliable equipment system that supports stronger daily training and a more professional team image. This plan matches the program's vision because better equipment can improve training quality, preparation, and the overall environment of the program. It also connects with fundraising, because added financial support can help the team replace old equipment and continue making useful upgrades over time.

Team Roster and Recruiting

The team roster and recruiting plan is a very important part of this five-year plan because better results need better players and better depth. In Year 1, the main priority should be understanding the current roster better by position, class year, and overall depth. The coaching staff should identify which positions need more competition, which areas may become weaker after graduation, and where the team needs help first. This is important because the program cannot become a top-three NE10 team without a more balanced and more competitive roster.

In Years 2 and 3, recruiting should become more organized and more focused on regional areas that fit Saint Michael's College. The program should keep building relationships with club coaches, high school coaches, and showcase events, while also using game film and recruiting platforms more effectively. If needed, the team can also use transfer players to fill short-term roster gaps. This is realistic for a Division II program because it focuses on regional recruiting and selective additions instead of trying to recruit like a national powerhouse.

In Years 4 and 5, the goal should be to build a roster with better depth, stronger competition at each position, and more players who fit the team's playing style and culture. At that stage, recruiting should not only fill open spots, but also improve the

overall level of the team. This plan matches the program's vision because stronger recruiting can improve player development, team consistency, and long-term results.

Fundraising

Fundraising is important in this five-year plan because the program cannot improve only by coaching and recruiting. It also needs financial support for equipment, small facility upgrades, and better daily operations. In Year 1, the most realistic funding source should be small and stable support, such as alumni donations, family support, and general athletic giving. At this stage, the goal is not to raise a huge amount of money, but to support practical needs first, such as replacing equipment, helping with recruiting travel, and improving the team's daily environment.

In Years 2 and 3, the fundraising plan should become more organized. The program can build support through alumni events, youth camps, and better communication with donors about what the team needs. This is important because people are more willing to support the program if they can see where the money is going and how it helps the team improve. At this stage, fundraising should connect directly with recruiting and facilities, because better support can help the team bring in stronger players and improve the athlete experience.

In Years 4 and 5, the goal should be building a more stable fundraising system that supports long-term program growth. By that time, stronger results can also help the program gain more trust and support. This plan is realistic because it starts with small support and grows step by step, and it matches the program's vision because better funding can help the team move closer to becoming a top-three NE10 program.

5-Year Development Plan Table

Area	Year1	Year2	Year3	Year4	Year5
Vision statement	Build clear team identity	Improve conference results	Push towards upper NE10 level	Challenge stronger teams more than often	Finish top three and earn NCAA bid
Coaching staff	Clarify current staff roles	Add low cost support role	Improve staff organization	Build more specialized structure	Maintain stable coaching setup
Facilities	Use current facilities better	Improve recovery and storages	Strength video review setup	Build better athlete environment	Maintain stronger facility support
Equipment	Improve basic daily equipment	Replace older equipment	Add small training upgrades	Improve equipment use	Maintain reliable equipment

					system
Team roaster/ recruiting	Understand roaster needs better	Focus on regional recruiting	Build stronger recruiting ties	Improve depth and competition	Maintain balance roaster
Fundraising	Start with small support	Organize fundraising better	Support recruiting and facilities	Build more stable support	Maintain long term fundraising

Figures, Tables, and Graphics

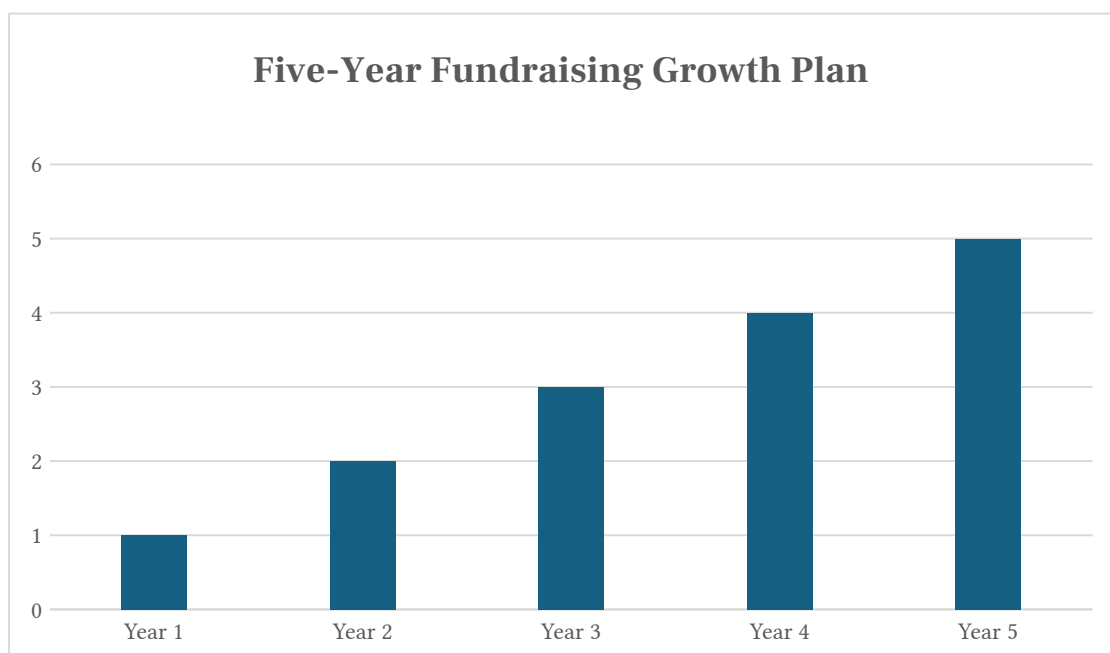


Figure 1. Five-Year Fundraising Growth Plan.

Caption: This figure shows how fundraising starts with small and stable support in Year 1 and becomes more organized and more reliable by Year 5.

References

Saint Michael's College Athletics. (2025). 2025 men's soccer roster.

Saint Michael's College Athletics. (n.d.). Wade Jean - Head coach - staff directory.

Saint Michael's College Athletics. (n.d.). Duffy Field.

Saint Michael's College Athletics. (n.d.). Ross Sports Center.

Saint Michael's College Athletics. (n.d.). Varsity Weight Room.