PROCEEDINGS

UNITED STATES SOCCER FEDERATION
NATIONAL COUNCIL MEETING

Marriott Marquis Hotel
Atlanta, Georgia

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PRESIDENT CONE: Welcome and thank you for joining us today. Thank you to Georgia for being such a great host and a special thank you to Laura Halfpenny and Mike Hogan.

I would like to also thank our special guests that are here with us today Jair Bertoni and Luis -- I mean, Jose Rodriguez from FIFA and Kevin Lamour from UEFA and I know our friends from CONCACAF are also watching. Thank you, all, for joining us.

Before we start today’s meeting, I want to take a moment to express support for our friends within the Ukrainian Association of Futbol and all people of Ukraine. What is happening in Ukraine is unfathomable and U.S. Soccer condemns the hostile and inexcusable assault going on against their peaceful nation. We stand with Ukraine and hope for a proper and peaceful resolution as soon as possible.

I want to start off by thanking our incredible U.S. Soccer staff for their passion and tireless work. Our staff are the ones that make everything happen. Many of you I know have been working around the clock and I want you all to know how appreciated you are. Thank you.
This year we were faced with new challenges that shook the entire soccer community. The allegations of abusive behavior and sexual misconduct were horrendous. If the players aren't safe, nothing else matters. We have to do everything we can to ensure that every player at every level in our game is safe.

Another challenge we've been facing for far too long took an incredibly positive turn last month when we recently came to a resolution with our Women’s National Team. This was a huge win for U.S. Soccer and for our Women’s players and has far-reaching, long-term benefits for everyone. We now shift from a contentious, fighting relationship to working together with our players which allows us to focus on growing the game in every way, not only here at home, but across the globe.

We have already seen increased opportunity on the commercial side, which will help us bring in more revenue that will benefit all levels of our sport. Although this was a critical moment for U.S. Soccer, our work is not done. We hope to sustain this momentum in our efforts to finalize a CBA with our Men’s and
Women's team. We've seen this past year that the interest in U.S. Soccer and our future is very bright.

We extended our great partnership with Nike. The deal is the largest commercial agreement in U.S. Soccer history and just this week we announced that Turner Sports will be our new English language broadcasting partner starting in 2023. The eight-year deal will help us reach a massive audience and connect with new fans. This partnership will help us tell the broader U.S. Soccer story beyond our amazing Senior National Teams to our Extended National Teams, youth teams and our members.

These new deals, and others that will be announced soon, not just benefit U.S. Soccer, but will allow us to continue to grow the game with all of our members. On the field, few international Men's Teams excelled more than Greg's young and talented team.

The U.S. Men won two major trophy's beating Mexico in the championship game in the Nations League and Gold Cup. These dramatic wins injected new energy into the program and showed us all that the future is incredibly
While there is still work to be done with three games in World Cup qualifying done at the end of this month, we are very confident that our Men will qualify. On the Women’s side, the Women’s National Team took home an Olympic bronze medal and for the sixth consecutive year finished the calendar year ranked number one in the world.

In that bronze medal match, we saw Carli Lloyd do what Carli Lloyd does, score big goals in big games as she put away two and then a few months later she stepped away with a farewell match in Minnesota. Thank you, Carli. The future is bright on the Women’s side, too. In preparation for qualifying for the 2023 World Cup, Vlatko brought in the youngest team since 2018 for the SheBelieves Cup. This younger roster won the tournament beating Iceland in the final match.

The Extended National Teams continue to improve and grow. In ’21, our Futsal and Beach Men's National Teams both qualified for their respective World Cups. Our Women’s Beach National Team played in its third ever competition
last year and in January we held our very first
Women's Para National Team camp as they prepare to
compete at the Women's Para World Cup in May.
As we look forward, we are -- we
are working to add additional teams, programming
and staff to our ENT department and our Youth
National Teams have a full schedule this year with
our U-20 Women's Team competing in the CONCACAF
U-20 Championship right now.
In 2021, the U.S. Soccer
Coaching Education Department focused on the Jill
Ellis Scholarship Fund and the launch of the
SheChampions Mentorship Program, both of which
will benefit, empower and advance women in
coaching. As part of these continued efforts to
reduce barriers to coaching education, our
grassroots coaching education courses are now
available in Spanish.
U.S. Soccer continues to be
dedicated to the recruitment, retention and
development of referees and we all have a lot of
work to do in this area as referees play a very
critical role in our game.
As we concentrate on all these
areas of the game, we need our entire membership
to work together. We all have a valuable part to
play and it's clear that we can do more together
than separately. Our Innovate to Grow program has
resumed after using the 2021 funds to provide
COVID-19 relief grants to members.
We look forward to existing
Innovate to Grow programs resuming activity and
approving a whole new round of programs in 2022.
The next project for all of us to work together on
will be the soccer-specific study that was done
over the past year focused on determining why
minorities aren’t choosing soccer and what can we
do to remove the barriers from our game.
We recently reviewed the results
and we will bring the membership together to
discuss what was found and come up with action
items we all can take collectively to help us move
the game to new heights. We cannot rest until
every kid that wants to play our game has the
opportunity.
Lastly, we’re excited to work
with membership in what will be the largest
sporting event in U.S. history, the 2026 Men’s
World Cup. The World Cup will have an impact on
the sport for years to come. We did site visits
of all the candidate host cities in 2021 and it was so fun to see the excitement and enthusiasm in each city.

While we will have the final decision on which host cities will host matches this spring, the key aspect is making sure every state, every city and every community knows they can be connected to the World Cup in ’26 and help all of us grow the sport by leaps and bounds.

I continue to be impressed by the people involved in this sport every single day. Your creativity, your hard work, passion, and overall commitment to our sport is truly unbelievable. I really do feel incredibly fortunate and honored to serve as your president. So thank you to all of you who have done all that you have done and have done and continue to do for our game. Thank you.

Now, I would like to have a Moment of Silence. So join me in a Moment of Silence as we observe and remember those that we have lost from our soccer community this past year.

(Whereupon, a Moment of Silence occurred.)
PRESIDENT CONE: Thank you. So for the Good of the Game, as a reminder, you can submit your remarks for the Good of the Game via the Q&A function on the voting platform. Thank you.

I'll now bring up Siri Mullinix, Chair of the Credentials Committee.

MS. MULLINIX: Thank you, Cindy. Good morning. It's great to be here virtually with everyone. For those of you who traveled to the AGM, I hope you enjoyed your time in Atlanta.

As the Credentials Chair, I know it may -- I may not be as funny as Bob Kepner, who is with us virtually today, but I'm working hard to fill Bob's shoes. His passion for the game is tremendous and his insight and wisdom has sped up my learning curve as Chair.

Before I present the Credentials Report, I would like to take a few minutes and thank a handful of people who have spent countless hours over the past few weeks preparing today's meeting and vote. First, I would like to thank the members of the Credentials Committee; Bob, Kathy, Diane, Jonathan and Megan. And another big thank you to the staff at U.S. Soccer on behalf of
myself and the Credentials Committee. Their persistence and hard work made our process flow smoothly and efficiently. Greg, Raj, Melissa, Helen, Alexa, Leah and Mike, thank you.

We will be conducting the roll call virtually this morning. The slides recognize all the organizations and delegates registered to vote. Please show the first slide. The Youth Council, 298. Please advance. The Adult Council, 176; the Pro Council, 18; the Athletes Council, 24. Please advance the slide. Other Members, 28; Individual Members, Board of Directors, 14; Life Members, 15; Past Presidents, 4; Sustaining Members, 2. We do have a quorum today.

Under Bylaw 302 regarding composition of voting lays out the structure we must follow in preparation for a vote. Sections 1, 2 and 3 define who qualifies as a delegate of the National Council. As you are aware, the National Council consists of the Youth, Adult, Pro and Athletes Council as well as individual members which include the Board of Directors, Life Members, Past Presidents and Other Members and Affiliates.

Under Bylaw 302, if an
individual is eligible to vote in more than one
capacity, they may only vote in one of those
capacities selected by that individual. For any
National Council Meeting, a delegate of an
organization member may not cast votes that exceed
two percent of the total votes eligible to cast,
the exception the Athletes Council.

Based on Bylaw 302, the
amendments passed in October at the Extraordinary
Council Meeting, total votes available to be cast
today is set at 1,500. Equal voting strength must
be provided to the Youth, Adult and Pro Council.
Each will receive 20 percent of the total
allocated votes which is 300. The weight of each
vote is determined by a multiplier.

The Athletes Council voting
strength is one-third of the total allocated
votes, which is 500. The weight of each vote is
also determined by a multiplier. We also have
individual members voting, which include the Board
of Directors, Life Members, Past Presidents and
Sustaining Members. They’re each entitled to one
vote, if registered.

Last, delegates from the Other
Members which include Other Affiliates, National
Affiliates, indoor Professional Leagues, disabled service organizations and Associate Members have a voting strength equal to 100 less the total number of delegates from the individual members. The weight of each vote cast is also determined by a multiplier. As you can see in the summary of the Credentials Report, the number of delegates, the voting strength and the multipliers.

If all eligible votes are cast, the bottom of the screen displays votes needed to reach a simple majority greater than 750 votes and greater or equal to 1,000 votes for a two-thirds majority.

This concludes the Credentials Report for the 2022 National Council Meeting. Do I have a motion to approve the Credentials Report? Do I have a motion to approve the Credentials Report?

We're going to take a ten-minute pause to let some people get onto the voting platform.

(Whereupon, a break was taken after which the following proceedings were had.)
MS. MULLINIX: Thank you for your patience. We were allowing some more time for members to get logged in.

Just a reminder. If you would like to make a comment and you're on Zoom, please raise your hand or type into your chat box to be recognized.

Seeing many motions to move, we will now accept the Credentials Report unless there is any objections. Hearing none, the Credentials Report has been approved.

Now, we have two test questions to get familiar with the voting process. Please be advised because we are conducting this meeting virtually the voting window will be open for three minutes to provide a fair voting platform for all. The platform will inform you when voting closes at a specific time of day.

Test Question 1. Are you attending the AGM this year virtually or in-person in Atlanta? A, virtually; B, in-person in Atlanta. Voting is open. Voting will end at 10:39. Voting is live.
(Whereupon, a break was taken after which the following proceedings were had.)

MS. MULLINIX: Voting is closed.

Please stand by for the results.

(Whereupon, a break was taken after which the following proceedings were had.)

MS. MULLINIX: As you can see, the votes are in with most people attending virtual.

We will now have one more test question. Test question two. We couldn't escape an AGM without the old famous PK shootout.

So a PK shootout between the Georgia State Flower, the Cherokee Rose, and Georgia State Insect, the honeybee, who do you think will win? A, Cherokee Rose; B, the honeybee. Voting is open and it will close at 10:44. Please vote now.

(Whereupon, a break was taken after which the following proceedings were had.)

MS. MULLINIX: The votes are in.

Please stand by for the results. As you can see, the Cherokee Rose, that old flower, really rose to
the occasion. Thank you, all, for your time today
and your patience as we got started this morning
and the approval of the Credentials Report. I
will now pass it back to Cindy.

PRESIDENT CONE: Thank you, Siri.

Now, we will need a motion to approve the 2021
National Council Meeting minutes. Do I have a
motion to approve? I have a motion to approve.
Do I have a second? I have a second. Are there
any objections? Hearing none, the minutes have
been approved.

Now, we need a motion to approve
the 2021 Extraordinary National Council Meeting
minutes. Do I have a motion to approve? Do I
have a second? I have a second. Any objections?
We have an objection. South Texas.

THE PARLIAMENTARIAN: There is a
correction.

PRESIDENT CONE: There seems to be
no objections to the minutes. So the minutes are
approved and now we will take a pause. I'm
waiting for instructions. It appears we're having
some technical difficulties. So we will
re-approve the minutes when we come back. We're
going to take a ten-minute break to address the
technical difficulties.

(Whereupon, a break was taken after which the following proceedings were had.)

MR. WILSON: Thanks, folks, for your patience. There's a small number of members that are having technical difficulties logging in. We have over 90 percent of members actually online right now. There's a small handful that we are working with directly to get them logged into the system. So we appreciate your patience. We'll be starting back up momentarily. Thank you.

(Whereupon, a break was taken after which the following proceedings were had.)

PRESIDENT CONE: All right. Let's try this again. Sorry for the difficulties people are having. Going back to the Extraordinary National Council minutes from 2021, do I have a motion to approve? Do I have a second? Any objections? Hearing none, the minutes have been -- whoops. We have one objection. I'm going to turn it over to our parliamentarian.

THE PARLIAMENTARIAN: Thank you.

And may I know the objection? I don't see any
objection on the screen. Point of order. It was already approved and seconded. But given the technological difficulties that some people were having at the time of the last vote, your president decided the better part of valor was to have a revote.

As there are no objections, then the minutes of the extraordinary meeting stand approved by general consent. Thank you.

PRESIDENT CONE: Thank you, Michael.

So you all should have received the book -- in the Book of Reports all of the committee reports. So now can we turn to and watch the ADAPTandTHRIVE video.

(Whereupon, a video was played.)

MR. WILSON: Folks, I want to give you an update on the Werner Fricker Award. With the AGM being virtual this year, the Werner Fricker Task Force has decided that the 2022 Werner Fricker Builder Award will be announced next week and be officially celebrated at next year's Annual General Meeting when it is anticipated that we're all back in person.

So I wanted to give you that update. Thank you.
PRESIDENT CONE: So I’d like to acknowledge our outgoing Board members Tim Turney and Richard Moeller. We want to extend our gratitude to Tim and Richard for their years of service on the Board of Directors.

Their contribution to growing the sport in the U.S. will be felt for generations to come. I would like to take this moment to see if Tim or Richard would like to say anything to the membership.

Thank you for your patience.

There’s a little bit of a delay.

Thanks, Richard and Tim, for all your work. Now, we’ll hear from Lisa Carnoy and Pinky Raina about the Fiscal Year ’23 budget.

MS. RAINA: Hello, everyone, and thank you for your time this morning. Included in the 2022 Book of Reports is the proposed budget for Fiscal Year 2023. As the Chair of the Budget and Finance Committee, I want to first thank the committee; Nicole Barnhart, John Collins, Richard Moeller, Oguchi Onyewu and Bill Taylor for their oversight on the budget. I’d also like to thank the finance staff for their tremendous efforts on this process.
Next, I want to provide background and introduce the Fiscal Year ‘23 budget video presentation. The Federation is in the final year of a five-year operating plan that runs through March 2023. As we continue to invest in the game, we are budgeting a deficit of $30.7 million in Fiscal Year ’23.

In December 2021, the Budget and Finance Committee reviewed the Fiscal Year ’23 budget. The committee recommended approval of the budget to the Board of Directors and subsequently the Board approved the Fiscal Year ’23 budget. With that context, I will ask you to turn your attention to the Fiscal Year 2023 budget video.

As part of the National Council Meeting today, we will review the FY ‘23 budget. In FY ’22, following a year marked by event delays and cancellations due to COVID-19, we were able to wrap up programming, welcome back our fans and reconnect through our sport.

Our National Teams excelled at the highest levels across all competition and our fans returned to sold out stadiums. As we learn to live with an ongoing pandemic, we will navigate the uncertainty it brings in FY ’23.
In the last quarter of 2021, U.S. Soccer’s finance department upgraded the Federation’s financial system to Sage Intacct. The new technology and revamped structure introduces a program dimension to provide greater visibility to each Federation’s program. Our key priorities of achieving sporting excellence and commercial evolution are driven by our organization-wide strategic planning process. We are budgeting an all-in deficit of $30.7 million for FY ’23. We’re expecting $136.5 million in total revenue in FY ’23. The key drivers of U.S. Soccer revenue are Federation operations projected at $86.9 million. The largest component of the Federation’s operations revenue is commercial revenue, which includes apparel, sponsorship and media. U.S. Soccer will manage our sponsorship and media rights in-house beginning in January 2023. Registration and membership, as well as investment income, are also captured here. National Teams programming revenue, projected at $36.3 million, includes event revenue from MNT and WNT games. Sport development programming revenue,
projected at $5.9 million, includes coaching and referee program revenue. Commercial, member and other programming revenue projected at $7.3 million includes Insiders and donor revenue.

In FY ’22, FIFA approved an amendment to the existing Contract of Agreed objectives, which were expanded to include the development of women's futbol and women in leadership as well as supporting National Teams.

FIFA reviewed and approved funding opportunities for U.S. Soccer across three areas. First, FIFA Forward $3 million of funds to support a relaunch of YNT programming and the implementation of Sporting's updated technical plan.

Second, a COVID relief loan of $5 million split equally among MNT and WNT to accelerate a safe return to play. Third, women's futbol development $54,000 of scholarship support for female pro licensed candidates.

Our total investment for FY ’23 is $167.2 million. The key drivers of U.S. Soccer expenses are Federation operations which represent $71.1 million of our investment. This includes all personnel, administrative and general
operating expenses and includes costs for our commercial build-out in advance of our sponsorship and media rights to be managed in-house. National Team programming represents $79.9 million of our investments. This includes MNT, WNT, YNT, ENT and sports performance. Investment in high performance, sports medicine, sporting analytics and talent ID is also included within the sports performance.

The Women’s National Team is focused on an important 2022 CONCACAF Women’s Championship, which could serve as qualification for both the 2023 FIFA Women’s World Cup and 2024 Paris Olympics.

The Men’s National Team has 12 matches which pave the way to the 2022 FIFA World Cup kicking off in Qatar in November. Our Youth National Teams are returning to the field as we safely navigate through the impact of COVID-19. FY ’23 will see a ramp up in programming with new head coaches being hired for both the Men and the Women. FIFA U-17 and U-20 Women’s World Cups are scheduled for 2022.

In FY ’22, both the Men’s Beach and Futsal Team qualified for their respective
World Cups. In FY '23, investment in our Extended National Teams will expand current programming for our Beach, Futsal and Para teams with a plan to add Men's and Women's Deaf teams and Power.

In FY '23, high performance and sports medicine have been split into two separate departments, each focused on technology and high-performing staff to support our National Teams.

In FY '22, we ensured educational continuity in our coaching education and referee programming within sport development. We aim to build upon the progress in FY '22 by continuing to deploy flexible, low barrier opportunities during a fluid reality.

Commercial Member and Other Programming represent a $10.9 million investment.

Our Insiders and Development Programming is focused on elevating the profile of U.S. Soccer and generating greater interest and engagement among the fans and donors. In addition, the Lamar Hunt Open Cup resumes competition.

Our membership has an important part to play in growing the sport. In 2021, Innovate to Grow pivoted to COVID-19 relief grants
and provided support to over one-third of U.S. Soccer members. In FY '23, Innovate to Grow is budgeted at $3 million to fund programs promoting the growth of soccer.

We continue to work towards our 2030 goals in performance, participation and fandom. Recognizing the power of soccer that unifies the nation, we continue to advance our efforts in diversity, equity, inclusion and belonging.

Game Changers United, our external advisory council, will assist us in creating a place where every individual is welcomed, respected and valued within the U.S. Soccer ecosystem. The contribution from all of you in the U.S. Soccer family have allowed us to push forward and take bold steps both on and off the field. We can do more together to take soccer to new heights.

With that, we ask for the National Council to approve the FY '23 budget.

Thank you for your support.

I'd like to call for a motion to approve the Fiscal Year 2023 budget. Unless there's an objection, the FY '23 budget is
approved by general consent. So since there was
an objection, we will open the floor for
discussion. The parliamentarian will handle the
discussion.

THE PARLIAMENTARIAN: Those of you
viewing us virtually, please be patient. Thank
you. I understand that there is a point of order,
but it has not been elucidated what the point is.
I understand John Collins is raising a point of
order. Could you please state your point of
order?

Raise your hand in the Zoom to
be recognized. The point of order that was made
is not being brought up at this time. We will
move on.

MR. BUETHE: It's coming. Just
wait.

MR. COLLINS: Can you hear me now,
Mike?

THE PARLIAMENTARIAN: You're now on
the big one, John. I can hear you.

MR. COLLINS: Mike, can you hear me?

THE PARLIAMENTARIAN: The Chair
recognizes John Collins for his point of order.

MR. COLLINS: Can others hear me?
THE PARLIAMENTARIAN: Yes, we can hear you.

MR. COLLINS: Maybe he was frozen when I asked. Mike, my point of order was, and it went in earlier, is there an attendance sheet so we actually know who is in the call and can have a record of it as to -- it's one thing to have registered for the call, it's another thing to log on. Is there a log-on registration sheet and has there been a confirmation of everybody that is logged on is able to vote?

THE PARLIAMENTARIAN: Thank you, Mr. Collins.

MR. COLLINS: I can't hear you.

THE PARLIAMENTARIAN: He says he can't hear me. Can you hear me now? That's an inquiry. It will be taken as a point of information or request for information and it's an inquiry that can be responded to by the technical staff. I will move it over to the technical staff to see if that can be responded to. It's not a point of order. It does not affect the procedure.

Thank you.

The technical staff is now working on that. They are able to provide a list
of those who are logged in and they will be
getting a copy of that to you once it has been
compiled. It’s treated as a request for
information. There is another point of order
listed John Motta. John Motta is recognized for
his point of order. Please state it.
Good morning. I understand that
John Motta has withdrawn his point of order.
Thank you and we are back to the budget. If there
are no objections to the budget, and several
people have moved approval of the budget, the
budget will stand approved by general consent.
We will wait a short time for
objections to come forward. I will ask for
patience on people’s part because the screens that
we're viewing in the virtual Chair and the virtual
podium area are a little bit slower than what your
input is because of the virtual platform.
There are objections and we are
waiting for the objections to be made, to be
annunciated. There is a point made by Dave
Guthrie of the Indiana Soccer Association.
Indiana is trying to object to the Credentials
Report. Indiana is requesting a roll call and
then a verification that all votes represented by
the delegates that are present are being recognized.

The Credentials Report was approved by general consent at the very beginning of the meeting and there were no discussions of the motion at that time to accept the Credentials Report. At this time, the Credentials Report has been approved and if people want additional information of a technological nature they should direct their questions to the technology crew and staff who will make an effort to answer your technological questions.

There is an objection as to approval of the budget saying there needs to be discussion. What we would like to do, if there is discussion, is allow our CFO and COO Pinky Raina to answer any questions first if there are questions about the budget and we will take up to five questions if there -- if people do have questions and there has been extensive Q&A about the budget previously, but she’ll take a few questions and then if there is a -- if there is any motion or rather if there is any discussion after the questions have been answered, we'll go on at that time and people will be recognized at
Thank you. Please forgive me if I mispronounce your names. I'm going to go in the order that people are making their points.

Thomas Faro from Michigan State Youth Soccer Association and he is basically saying he wants a vote and not general consent.

So noted. We will not go by general consent.

Chris Delay of South Texas says there are objections. So noted and we will handle them. We need to know what they are. What I had proposed was if people have questions that they could be answered first.

There is another objection on the basis they want to vote, there is another objection on the basis of desire for discussion and there is another objection without a recorded vote. That's a vote.

So we're going to have discussion and a vote. It appears that no one wants to ask questions of our COO and CFO, but she will stand by in case there is any question and we will now proceed because there has been a request for debate to debate.

It's time for discussion, but we
need to setup who is going to be discussing. So what I would propose is that we have three pros and three cons and each person speak for two minutes, no more than two minutes, and people should indicate whether they’re pro or con when they are putting themselves on the list to speak in debate.

Good afternoon. We are waiting for the debate to be lined up for the Chair.

PRESIDENT CONE: Go ahead, Chris. We can hear you and Michael can hear you as well.

MR. DELAY: Okay. I objected to the Credentials Report over 45 minutes ago. The objection was never acknowledged. I don't think Michael can hear me.

THE PARLIAMENTARIAN: I can hear you. The Credentials Report was adopted by general consent.

MR. DELAY: He's talking while I'm talking. So I'm not sure if he's listening.

THE PARLIAMENTARIAN: Can people not hear me?

PRESIDENT CONE: There's just a delay. Talk now.

THE PARLIAMENTARIAN: There were no
objections timely made at the time the Credentials Report was adopted. If you have a question about who is and --

MR. DELAY: I can hear you now.

THE PARLIAMENTARIAN: -- who is not listed on the Credentials Report, that information will be forwarded to you by the technological staff.

MR. DELAY: Michael, this is Chris Delay with South Texas. I objected before the Credentials Report was approved by consent. We were having technical difficulties and it was unclear as to whether anybody had actually heard the Credentials Report.

THE PARLIAMENTARIAN: So I am being told that the objector states that he was trying to make an objection timely, but he was unable to do so due to the technology. However, it is unclear at this point what his objection to the technology -- to the Credentials Report was and it appears that he -- the objection is before he voted to approve it he wanted to see the individual breakdown by states, I believe, is that what it is?

And we will have that forwarded
to the individual who is objecting, the full
Credentials Report, and if he has a problem with
that -- because, to our knowledge, there were no
objections made by any delegation to the
Credentials Report or to the method of
credentialing. If there continues to be a
problem, if there is a contested vote, we will --
and the -- and there is any true objection as to
the credentials, it will be addressed at that
time.

In the meanwhile, we will move
forward on the basis that in all likelihood, once
reviewed, there will be no problems with the
Credentials Report.

MR. DELAY: Chris Delay from South
Texas, can you recognize me, please?

THE PARLIAMENTARIAN: The objection
is that Mr. Delay objected and he wants to move
for a roll call vote on the approval of the
Credentials Committee Report instead of our
standard method of balloting through the --
through the online balloting system, is that what
the objection is?

There is no right to a roll call
vote. It requires a majority vote to order a roll
call vote. If the motion is being made as a
motion of privilege, it requires a second. So it
would be handled in that manner.

If there is a second for motion
of privilege to call -- to have the Credentials
Report approved by a roll call -- reapproved by
roll call on the basis that it was not -- that it
was timely objected to previously, we will have to
take that -- that vote. It takes a majority. The
question is, are you ready for the question? We
will have a five-minute delay at this time for
technological issues.

(Whereupon, a break was taken
after which the following
proceedings were had.)

THE PARLIAMENTARIAN: Thank you.

Because several people have requested it, we will
do a roll call and Siri Mullinix will be up
shortly to do the formal roll call. We're going
to take a brief break so that she can get all the
materials together and then she will be back and
do the roll call. Thank you.

(Whereupon, a break was taken
after which the following
proceedings were had.)
MR. FIKE: Thank you so much for your patience. I'm Greg Fike. I'm General Counsel of U.S. Soccer. I have Siri Mullinix from the Credentials Committee here as well. We want to make sure everybody has confidence in the voting system and the fact that the votes are being recorded and the fact that everyone has had an opportunity to log into the system.

So in an effort to do that, instead of taking a roll call, which we're happy to do, we're going to go ahead and do one more test question and I'm going to turn it over to Siri for the test question and at the end of that test question we're going to actually record who voted in that test question and then read off the organization members and names associated with it so everyone can know who voted on that test question, which will be about being present.

Siri?

MS. MULLINIX: Thanks, Greg. We will now take a roll call electronically. Please confirm that you are present for roll call by voting on the platform. The only answer will be present. Voting will start now and close in three minutes at 12:14.
(Whereupon, a break was taken after which the following proceedings were had.)

MS. MULLINIX: Voting is now closed.

Please stand by for the results and we will read the information.

(Whereupon, a break was taken after which the following proceedings were had.)

MS. MULLINIX: Thank you. I will now read the roll call results. Please bear with me in pronunciation of all of your names.

Richard Christiano (Eastern New York Youth Soccer Association); Bruno Trapikas (Life Member); David Borts (Rhode Island Soccer Association); Elma Riley (Michigan Soccer Association); Dan Cataldi (Iowa Soccer Association); Chris Delay (South Texas Youth Soccer Association); Lacey Mencl (National Women's Soccer League (NWSL); Laura Franks (Major League Soccer (MLS); Laura Sturdivant (Delaware Youth Soccer Association); Steve May (Minnesota Youth Soccer Association); Timothy Busch (Adult Commissioner); Evan Dabby (New Jersey State Youth Soccer Association); Rishi Sehgal (North American Soccer League); Randy Lowden (Pennsylvania West
1. Soccer Association; Michael Doria (Nebraska State Soccer Association); Marypat Bell (Life Member);
2. Mike Poulos (Michigan State Youth Soccer Association); Craig Warner (Idaho Youth Soccer Association); Andy Phelan (Iowa Soccer Association); Gina Pfeifle (South Dakota Soccer Association); Ron Schneider (Kansas State Youth Soccer Association); Loren Peters (Soccer Maine);
3. Dyann Pugliese (Michigan Soccer Association); Dave Guthrie (Indiana Soccer Association); Jeff Schoonover (Montana Youth Soccer Association); Caitlin Carducci (National Women’s Soccer League (NWSL); Scott Hendren (Arkansas State Soccer Association); Mary Arnold (Montana State Soccer Association); Ashley Lehr (Youth Commissioner); Robert Trudeau (Massachusetts Youth Soccer Association); Greg Hutton (US Club Soccer); Cezar Wasecki (Adult Commissioner); Jim McCarthy (Missouri Youth Soccer Association); John Snyder (Tennessee State Soccer Association); Donald Wine (Fan Council); Eddit Henderson (US Club Soccer Adult); Marla Messing (Board of Directors); Marvin Bishop (North Carolina Youth Soccer Association);
4. Meg Munson (Vermont Youth Soccer Association); Bryan Attridge (Utah Youth Soccer Association);
1 Sunil Gulati (Past President); Javier Rodriguez
2 (California Soccer Association North); Diego Milan
3 (Oregon Adult Soccer Association); Bobby Tsaganos
4 (Delaware Soccer Association); Anne Fichera (New Hampshire Soccer Association); Mike Cullina (US Club Soccer); Christa Mann (Major League Soccer (MLS); Lu Aprigliano (New Jersey Soccer Association); Chris Kessell (West Virginia Soccer Association); Chad Reed (Delaware Youth Soccer Association); Dan Broome (American Amputee Soccer Association); Bill Phillips (Virginia Youth Soccer Association); Matthew Winegar (AYSO); Dan King (Wyoming Soccer Association); Alex Para (US Futsal); Chaz Ballish Regueiro (Alaska State Soccer Association); Gerhard Mengel (Life Member); Alvaro Garcia-Velez (Wisconsin Youth Soccer Association); Bobby Riggs (Kansas State Soccer Association); Lorand Csibi (Ohio Soccer Association North); David Altesleben (Michigan Soccer Association); Lisa Carnoy (Board of Directors); Joe Burger (Kansas State Youth Soccer Association); Gloria Rodriguez (Texas State Soccer Association South); Fritz Marth (Adult Commissioner); Richard Groff (Life Member); Michael Karon (Board of Directors); Jonas Hart (Vermont State Soccer Association); John Motta
(Board of Directors); Felipe Mendez (Washington Youth Soccer); Joel Nash (USL Super Y League);
Becky Sauerbrunn (Athletes Council); Thomas Faro (Michigan State Youth Soccer Association); Jess Yeager (New Jersey State Youth Soccer Association);
Jeff Ruebel (Colorado Soccer Association); Jim Kuntz (Youth Commissioner); Doug Jackson (Alabama Soccer Association); Josh Krusewski (Connecticut Junior Soccer Association); Thomas Chapman (Ohio Soccer Association North); Steven Dinote (US Armed Forces Sports Council); Nicole Barnhart (Athletes Council); Niccolo Calabro (Florida State Soccer Association); Lori Lindsey (Athletes Council); Derrick Weyand (US Armed Forces Sports Council);
Patrick Switzer (New Mexico Youth Soccer Association); Alecko Eskandarian (Major League Soccer (MLS); Liz Dalton (National Women’s Soccer League (NWSL); Todd Lockhart (Youth Commissioner); Chris Ahrens (Athletes Council); Claudella Wright (Texas State Soccer Association South); Bohdan Porytko (EDP Adult); Geoff Vandeusen (United Soccer Coaches); Debbie Yarborough (Arizona State Soccer Association); Liam O’Connell (USL Super Y League);
Karissa Richardson (Minnesota Soccer Association); Brianna Pinto (Athletes Council); Smith Hunter
1 (Athletes Council); Steve Votolato (Soccer Rhode Island); Matthew Mercer (Oklahoma Soccer Association); Jon Hagen (Washington State Soccer Association); Gus Bender (Illinois Youth Soccer Association); Hank Des Bordes (Life Member); Mario De Paola (New Jersey Soccer Association); Kris Zander (Kentucky Youth Soccer Association); Doug Ryan (AYSO); Juan Uro (Board of Directors); Tim Turney (Board of Directors); John Prutch (NISA); Curtis Regruit (New York State West Youth Soccer Association); Bill Bosgraaf (Utah Soccer Association); Ashlee Fontes-Comber (United Soccer Coaches); John Ruffolo (Ohio Soccer Association); Andy Weiss (Massachusetts Adult State Soccer Association); Randy Karg (Arizona Youth Soccer Association); Rocky Halterman (WPSL Adult - ALTERNATE); Margie Close (AYSO); Dave Laraba (West Virginia Soccer Association); Rennae Ross (New Mexico Youth Soccer Association); Cindy Cone (Board of Directors); Yael Averbuch (Athletes Council); Oguchi Onyewu (Athletes Council); Roy Carlson (California State Soccer Association-South); Jim Keller (Wisconsin Soccer Leagues); Kai Velmer (Florida Youth Soccer Association); John Ruzan (Arizona Youth Soccer Association - ALTERNATE); Tom
Sowinski (Youth Commissioner); Lance Calloway
(Washington State Soccer Association); Doug Wood
(Soccer Association for Youth); Howard Rubenstein
(Life Member); Kendra Halterman (WPSL Adult); John
Oliver (Alaska State Youth Soccer Association);
Melanie Stafford (Nevada State Youth Soccer
Association); Marty Mankamyer (Life Member); Nathan
Mayer (US Power Soccer Association); Rob Andrews
(United Futsal); Sofia Hernandez (South Carolina
Soccer Association); Shonna Schroedl (Adult
Commissioner); Devis Hernandez (South Carolina
Soccer Association); Paul Scherer (Idaho State
Soccer Association); Amanda Vandervort (United
Soccer Leagues (USL); Yvonne Lara (AYSO); Nelson
Akwari (Athletes Council); Renata Lawson (Utah
Youth Soccer Association); Chris Christofferson
(Life Member); Lynn Williams (Athletes Council);
Tim Barron (Alabama Soccer Association); Paula
Hildman (Kentucky Soccer Association); Anne
Braghero (Oregon Adult Soccer Association); Laura
Collins (North Carolina Adult Soccer Association);
Mike Edwards (Life Member); Andre Akpan (Major
League Soccer (MLS); Jeanne Smith (Texas State
Soccer Association South); Anna Monteiro (Fan
Council); John Zangrilli (New Jersey Soccer
1 Association); Otey Smithson (Tennessee State Soccer
2 Association); Matt Hawkins (Minnesota Soccer
3 Association); Craig Scriven (United States
4 Specialty Sports Association); Darius Ejlali (North
5 Carolina Adult Soccer Association); Peter Pinori
6 (Eastern New York State Soccer Association); Andy
7 Marion (South Carolina Soccer Association); Suzanne
8 Anderson (USA Deaf Soccer); Scott Keopuhiwa (Hawaii
9 Youth Soccer Association); Bill Taylor (Board of
10 Directors); Alex Vidaurri (North Carolina Adult
11 Soccer Association); Ashley Hammond (Cerebral Palsy
12 Soccer); Kevin Brousard (US Blind Soccer
13 Association (USABA); Matthew Krywonos (Western New
14 York Soccer Association); Arthur Mattson (Florida
15 State Soccer Association); Yvonne Garcia (New
16 Mexico State Soccer Association); Dan Rooney
17 (Connecticut State Soccer Association); Claudio
18 Frigo (Illinois State Soccer Association); Garrison
19 Mason (Board of Directors); Chris Branscome
20 (Eastern Pennsylvania Youth Soccer Association);
21 Polly Dean (South Dakota Youth Soccer Association);
22 Ayla Lokkesmoe (Minnesota Youth Soccer
23 Association); Karon Beyer (Georgia State Soccer
24 Association); Mark Cantor (Maryland State Youth
25 Soccer Association); Casey Frankewicz (Missouri

1. Soccer Association; Michael Borislow
2. Massachusetts Youth Soccer Association - ALTER;
3. Trip Neil (USA Deaf Soccer); Sergio Bolioli (Hawaii Soccer Association); John Gyekenyesi (Ohio Soccer Association North - ALTERNATE); Lori Stoneburner (Alaska State Soccer Association); Court Jeske (United Soccer Leagues (USL); Richard Moeller (Board of Directors); Gary Buete (US Club Soccer);
4. Hank Steinbrecher (Life Member); Carlos Bocanegra (Athletes Council); Burton Haimes (Life Member);
5. Janet Campbell (North Texas Soccer Association);
6. James Martella (Youth Commissioner); Stephanie Savino (Major League Soccer (MLS); Hans Pauling (South Carolina Youth Soccer Association);
7. Pfeiffer (Alabama Soccer Association); Peggy Polley-Grizzle (Kentucky Soccer Association); Samir Yasa (Indiana Soccer Association - ALTERNATE);
8. Anastasia Danias (Major League Soccer (MLS); Fredis Guerreros (Asociacion Nacional de Futbol en Estados Unidos); Corinne Moya (California Soccer Association North); Beca Taha (Oregon Adult Soccer Association); Brian Catrine (US Youth Futsal);
9. Robert Contiguglia (Past President); Thomas Moore (California Soccer Association North); Brett Hurwitz (Adult Board); Cobi Jones (Athletes Council);
Council); Jake Edwards (United Soccer Leagues (USL); James Sadowksi (Metropolitan DC-VA Soccer Association); Andy Price (AYSO Adult); Alex Morgan (Athletes Council); Samuel Cohen (North Carolina Adult Soccer Association); John Collins (Board of Directors); Anthony Falcone (Maryland State Soccer Association); Robert LaVielle (Adult Commissioner); Brian Smith (Utah Youth Soccer Association); Patti Hart (Board of Directors); Matt Freese (Athletes Council); Alan Rothenberg (Past President); Francisco Marcos (Life Member); Harmony Smith (Texas State Soccer Association South); Stephanie Cleaves (UWS Adult); Frederic Apcar (Nevada State Soccer Association); Gloria Faber (New Mexico Youth Soccer Association); Mikey Lopez (Athletes Council); Lisa Hulshizer (Wyoming Soccer Association); Sean Esker (Louisiana Soccer Association); Jim Bollinger (Eastern Pennsylvania Soccer Association); Robin Runstein (Oregon Adult Soccer Association); Ali Krieger (Athletes Council); Jeff Sommer; Carlos Cordeiro (Past President); Nick Perera (Athletes Council); Yan Skwara (UPSL Adult); Megan Wharton (Athletes Council); Brad Guzan (Athletes Council); Mike Hogan (Georgia State Soccer Association); Dimitrios
Efstathiou (Major League Soccer (MLS); Jonathan
Tshiamala (Major League Soccer (MLS);
Kevin Anderson (Maryland State Soccer Association);
Kevin Hensley (Athletes Council); Brett Luy (United
Soccer Leagues (USL); Scott Snyder (AYSO); Sean
Boyle (Athletes Council); Danielle Slaton (Athletes
Council); Donna Langdon (North Carolina Adult
Soccer Association); Richard Dixon (South Carolina
Soccer Association); Joel Dragan (Florida Youth
Soccer Association); Adrienne Barber (Major League
Soccer (MLS); Jaime Garzon (US Blind Soccer
Association (USABA); Eddie Loyola (Florida State
Soccer Association); Kim Smith Talley (Florida
State Soccer Association); Lindsay Tarpley Snow
(Athletes Council); Nick Radu (Michigan Soccer
Association); Renauldo Millsap (Mississippi Soccer
Association).
That completes the report.
Please accept my apologies for name pronunciations.
MR. FIKE: Thank you, Siri. So I
just did want to recognize there were a few people
who weren’t able to cast their vote, although I
think some of these people might have gotten said
before. We may have just missed your name.
Marley Wilson from CYSA
Association, I don’t know if that’s North or South; Jeff Ruebel who I think was mentioned for Colorado Soccer Association; Laura Halfpenny from Georgia Soccer Association; Don Garber from the Board of Directors; and Dr. Pete Zopfi from the Board of Directors are also logged into the platform.

I just want to make sure that was clear for the record. Thank you for your patience and thank you so much, Siri, for all those names. It was a very difficult task. I will now ask Mike Malamut to resume with the budget and finish out the budget.

THE PARLIAMENTARIAN: Thank you. Now that the roll has been read, the Credentials Report can be assumed to be approved at this time if there is no further objection and all actions previously taken, which is approval of the two sets of minutes as well, and we will go on as there is a motion from the floor that has been made by Life Member Howard Rubenstein.

He had requested that the order of the agenda, which is advisory at this point, be adjusted so that the presidential election would be held next before we complete handling the
budget. That motion has been seconded and the two
seconders are here live and will come up to the
Chair to announce their second.

MS. SLATON: Hello. My name is
Danielle Slaton from the Athletes Council and I
second the motion.

MR. BALLISH REGUEIRO: My name is
Chaz Ballish Regueiro from USASA Adult Council. I
second the motion.

THE PARLIAMENTARIAN: Thank you. I
understand that because the agenda at this point
is only advisory, it is within the President’s
discretion to adjust the agenda and the President
is in accord with this motion and, therefore,
unless there is an objection we will go forward
with the presidential election shortly.

MR. FIKE: There was an objection to
the Credentials.

THE PARLIAMENTARIAN: There was an
objection. Okay. There are two objections to the
Credentials Report. Credentials Report,
therefore, needs to be voted on in order for it to
be approved and then after the Credentials Report
is addressed we will then deal with the order of
the agenda issue. We need to take a vote on
approval of the Credentials Report. I’m going to
pass it to Siri Mullinix at this point on behalf
of the Credentials Committee to take the vote.

The vote is now ready and you
will see the time. What is the time? It’s 12:38
when the vote will be cut off. All those please
vote now by electronic -- your voting platform.

(Whereupon, a break was taken
after which the following
proceedings were had.)

THE PARLIAMENTARIAN: Thank you.

I’ve been asked to clarify the issue of objections
to general consent. When we ask for general
consent and there is an objection, it means that
the person does not want to approve the matter at
hand, which, in this case, was the Credentials
Committee Report by general consent and without
taking a vote.

The objection means I want to
take a vote. It doesn’t -- the person who is
asking or stating the objection it’s understood
that the reason is because they want to vote at
that point. So that’s the -- explaining the
procedure we go by and why people have an
objection. At that point, it’s a moot point
because it just means you want to go forward to a vote.

My understanding is there were some technological difficulties with the last vote and we're going to reopen the vote on approving the Credentials Committee Report at this time. I'll tell you when the vote will be ready to begin. It'll end at 12:43? It is a live vote now and it will end at 12:43.

(Whereupon, a break was taken after which the following proceedings were had.)

THE PARLIAMENTARIAN: Voting is now closed. We are awaiting results.

(Whereupon, a break was taken after which the following proceedings were had.)

MR. FIKE: Thank you so much. We've had a lot of questions in the chat about the Credentials Committee Report. The actual report itself actually does not change. There is 1,500 votes and they're different weighted votes. So all that was in the Credentials Committee Report is still correct.

We've also had some questions
about how we’re voting. You have to vote based
upon the Credentials Report as reported in order
to approve the Credentials Committee Report. At
this time, we’ve taken the vote and we are now
ready to post the results. The results should be
posted now. Thank you.

PRESIDENT CONE: It passed.

MR. FIKE: Thank you. It passed.

The Credentials Committee passed. Thank you very
much. I’m going to turn it back to Michael to
handle the motion to adjust the agenda.

THE PARLIAMENTARIAN: Thank you.

The Credentials Committee on vote overwhelmingly
was adopted and I’m assuming there is no objection
that prior business, which was the approval of the
two minutes, is also thereby ratified and we will
move onto the agenda item and as I was stating
previously the agenda is not a formal approved
agenda. It is within the discretion of the
President.

The motion has been made and
seconded to adjust the schedule to go next with
the presidential election. The President, who
sets the agenda, is in accord with that and so
that will be the next item of business. So we are
now about to start the presidential election.

My understanding is that, according to the official nomination procedure, there are two qualified candidates. Qualification must be done and nomination well in advance and approved prior to the meeting. There are no nominations from the floor. There are two candidates who are qualified; Carlos Cordeiro, the past president, and the current president Cindy Parlow Cone and we have accorded them each five minutes of speaking time before you.

Past President Cordeiro will be the first to speak and he has five minutes. He will then be followed by President Cone.

MR. FIKE: We will just need to take a very brief break to allow Mr. Cordeiro to make his way to the podium and we'll start speeches shortly. Thank you.

(Whereupon, a break was taken after which the following proceedings were had.)

THE PARLIAMENTARIAN: Welcome back. Thank you. We are now ready for the presidential speeches. Mr. Cordeiro is ready and will now have five minutes to speak to address the assembly.
Mr. Cordeiro, please go forward.

MR. CORDEIRO: Hello, everyone. As you watch across the country, I hope that you, your families and your teams are all healthy and doing well. Our Federation is a family. We're all here because we love the game.

Over the years, we've worked together, grown the game together and cheered for our teams together. Like so many of you, I've always been a volunteer. I was honored when you elected me your President and I'm proud of the progress we made together; from winning our bid for the 2026 World Cup, to new investments in players, coaches and referees at every level.

What happened two years ago was inexcusable and it was hurtful, especially for the incredible players of our Women's National Team. On behalf of the Federation, I apologized. I took responsibility. That experience was deeply, deeply humbling. Over the past two years, I've reflected a great deal. I've learned and I'm committed to doing better, to be a better listener and a better partner.

In recent months, many of you shared your concerns about the Federation. Many
of you have felt ignored and marginalized. I hear you. It’s time to heal our Federation and to look to the future and I’m ready to do my part to reach out and to build bridges.

I believe the years ahead can be the most exciting in the history of soccer in America and I believe we can work together on three major opportunities. First, we have to make our governance more inclusive. I will listen, I will consult with you because in a Federation as big and diverse as ours, everyone matters.

Everyone has value and everyone should have an equal opportunity to lead.

Second, we have a once-in-a-lifetime opportunity to bring two World Cups to America. I have strong ties with local soccer and I’m ready to get to work. Let’s make sure 2026 is the largest World Cup ever, is a huge success that benefits every member.

Let’s also bring a Women’s World Cup to the U.S. I helped win the bid for ’26 and I’ll be relentless in this bid as well. Two World Cups, just imagine the excitement the new players and fans it will bring in from the grassroots to the Professional Leagues. It will transform
soccer in America for decades to come.

Finally, we have to harness all this excitement to bring in new sponsors and invest in every member. After all, if we want to compete with the world's best, we need a budget that is world class and a strategic plan to grow for the long-term. I have been reaching out to potential new sponsors; they're ready for major new partnerships. I am confident we can get it done and target these sponsorships to support more teams and more members.

This means we can fund the settlement with the WNT including equal pay and still preserve our budget and reserves. We can increase support for all our National Teams, including our Extended National Teams. We can do even more on diversity, equity -- equality and inclusion by welcoming more disabled service organizations. Because all athletes are able.

We can invest more in our adults and our youth bringing millions of new players, including boys and girls from underserved communities, and we can make it easier and more affordable to become a coach or referee.

In short, we can achieve a bold
new goal doubling the ranks of our players, coaches and referees by the end of the decade. I know we can do it and as we do we need to take action to prevent abuse and protect the health and safety of every player at every level.

I want to close on a personal note. I immigrated to the United States as a teenager with my family. America welcomed us and gave us a second chance in life and I have been lucky to live my dreams, including working with all of you.

In life and in soccer sometimes, we stumble, but we get back up and we emerge stronger than before. Today, I stand before you with humility and a profound sense of responsibility. I'm extending my hand and I'm humbly asking for your support. I'm committed to a new beginning. I know we can bring our Federation together and I believe soccer in America our greatest days are yet to come. Thank you very much.

THE PARLIAMENTARIAN: Thank you.

And now we are ready for the next speech from our current President. I call Cindy Parlow Cone forward and she will be able to address you up to
five minutes at this time.

Thank you very much for your
time. Cindy, please come up.

PRESIDENT CONE: As you all know, I
have experienced our game from many vantage
points. I was a player at every level, coach of
the youth, college, professional levels and most
recently serving as your President. Since the age
of three, soccer has played a central role in my
life. I am the person and leader I am today
because of our game.

Our game and U.S. Soccer is a
part of who I am. That's why it was so important
to me to make sure that U.S. Soccer weathered the
significant storms of the last couple of years and
was in a position to come out stronger than ever
before.

Now, I won't say we solved every
problem during my time leading the Federation, but
we've made significant progress under my
leadership and now is the time to look forward,
not back. Now is the time to continue moving
forward as a united Federation, to continue
regaining the trust of our fans, our players, our
members and the public, to continue building and
growing revenue streams with partners old and new
to ensure the financial health of the entire
Federation, to continue growing soccer from the
ground up so we can showcase our incredible game
through our most important opportunity in 30
years - hosting the 2026 Men’s World Cup.
The progress we have made over
the last two years, despite the pandemic directly
overlapping with my time as President, has not
gone unnoticed in the soccer world and beyond. We
have regained trust and credibility with our
business partners, we have inked a new media
rights deal, we have settled high-profile, costly
litigation, we have signed the largest sponsorship
deal in U.S. Soccer history with more to announce
in the coming days.
This positive momentum has
tangible effects on the credibility and financial
well-being of the entire Federation. Notably,
some of our most important sponsors and partners
have gone so far as to say that their future
support of U.S. Soccer is contingent on this
continued progress.
I know that sometimes the issues
that dominate the headlines may feel far away from
the realities of the grassroots game, but the
truth is that these varying priorities have never
been more interconnected, especially as we look
ahead to ‘26. The goals and immediate needs of
our membership are vast and varied, just like our
membership itself.
I have always believed that
those diverging and intersecting perspectives are
one of our greatest strengths and I hope to
continue to find ways to build coalitions across
our game so we can all work together to grow the
sport for the long-term.
Despite our diverse viewpoints
at the end of the day, we are all on the same team
and are working to grow our game to make it better
for everyone. Even though we have made great
progress over the last two years, we still have
important work ahead of us if we are going to
achieve the goals that we have set forth and many
other goals yet to come.
We have to expand access to the
game at all levels and ensure more kids and adults
are choosing soccer and getting on the field no
matter what form that takes. We must help our
Youth, Adult and Professional Leagues grow. We
must remain laser focused on increasing diversity,
equity, inclusion and belonging initiatives and we
must make sure that hosting the World Cup in '26
grows the game at all levels.

There are both important issues
and important opportunities ahead of us. As we
set our sites on '26 and beyond, I ask you each to
consider whether U.S. Soccer should continue to
push forward or whether we should go backward.

I would be honored to continue
leading us forward in this critical moment and I
hope you will give me the opportunity to do so.

Thank you.

THE PARLIAMENTARIAN: Thank you.

We've heard from both of the candidates at this
point and we are ready to vote. For President,
for a four-year term, there are two candidates and
the ballots will be queued up shortly. I will let
you know when the ballots are ready to be voted.

Is it live now? Voting -- voting is now live.

Voting will end at 1:11.

You are voting for candidates
for President for a four-year term. Thank you.
(Whereupon, a break was taken after which the following proceedings were had.)

THE PARLIAMENTARIAN: Voting is now closed. Thank you. We are now verifying the results and I will announce the results when Plante Moran is finished verifying them and forwarding them to the body.

(Whereupon, a break was taken after which the following proceedings were had.)

THE PARLIAMENTARIAN: Thank you. I just want to let you know that Plante Moran is still working on verifying the votes. We hope to be back with you shortly. Thank you very much.

(Whereupon, a break was taken after which the following proceedings were had.)

MS. MULLINIX: Good afternoon. I would just like to let you guys know the votes are in. Thank you for your patience. We took a little extra time to let Plante Moran certify the votes. I will now pass it to Michael to present the results.

THE PARLIAMENTARIAN: Thank you very
much. You should see the results projected at this point. President Cindy Parlow Cone received 785.12 percent of the weighted vote. Past President Carlos Cordeiro received 698.26 percent of the number of weighted votes. Therefore, taking the majority, your current President, Cindy Parlow Cone, is re-elected for a four-year term. Congratulations.

Cindy, do you wish to address the body at this time?

PRESIDENT CONE: Wow. From the bottom of my heart, thank you, all, for this amazing show of support. Let me start by thanking my husband John and my son Steve; your love and support have made all of this possible.

To all of you who supported me and all of you who supported my opponent, I say the same thing: The moment of division is now in the past. We are one Federation. We are one team. I promise to be the leader for all of U.S. Soccer. I have never been more excited and more hopeful about the future of our beautiful game.

Our National Teams are young, exciting and full of promise. Our Professional Leagues are at the vanguard driving our sport
forward. The grassroots soccer is vibrant,
healthy and changing lives every day and we are
soon to host at least one World Cup and show the
world what we have to offer.

Now is the time for all of us to
work together. No more divisions. We don't have
time for all of that. Our moment is now and I
promise you that each and every one of you have a
friend and a partner in me as President of U.S.
Soccer. Thank you again.

THE PARLIAMENTARIAN: Thank you very
much and we go forward together for the good of
the game. Best of luck to everyone going forward
and we look forward to working together.

We have one more election, the
election for the Independent Director. According
to the bylaws, all nominations are closed in
advance and candidates timely submitted are then
determined to be qualified. There was one nominee
who was qualified for the position of Independent
Director. Sean Boyle was the nominator for -- for
that position and the nominee for Independent
Director is Patti Hart.

Because there is only one
nominee for the position, she will be considered
to be elected by acclimation; that means a nice
round of applause virtually for Patti Hart.
Congratulations on being elected as an Independent
Director for the U.S. Soccer Board for a
three-year term. Thank you very much.
At this point, we will now
resume with the approval of the budget process.
I’m going to ask for a brief break so that we can
have our Chief Financial Officer and Chief
Operating Officer Pinky Raina come up to the
podium.
(Whereupon, a break was taken
after which the following
proceedings were had.)
THE PARLIAMENTARIAN: Thank you. We
are now prepared to go forward with the budget.
Prior to that break, we had
received several objections to adopting the budget
by general consent. At that time, we asked if
there were any people who wished to line up to
vote -- I’m sorry -- to debate for and against.
During the break, no one signed up to vote -- to
debate for or against; only people said they
wanted to make sure that there was a recorded
vote.
I will allow a brief period of time in case people at this point wish to debate.

Please raise your hand at this time. If I see no hands raised in 30 seconds, we will then go directly to a vote on the budget. Janet Campbell will be recognized to speak as we said before for not more than two minutes. Thank you.

MS. CAMPBELL: Yes. Can you hear me?

THE PARLIAMENTARIAN: Yes, we can hear you.

MS. CAMPBELL: Can you hear me?

THE PARLIAMENTARIAN: We can hear you. Is the tech staff good?

MS. CAMPBELL: First of all, I want to say this is very difficult.

THE PARLIAMENTARIAN: We're working on the audio now. Will the tech staff let me know when we're ready to go.

MS. CAMPBELL: I've been trying multiple times to speak. This is ridiculous.

THE PARLIAMENTARIAN: We can hear you. Thank you, Ms. Campbell. We are having some technological difficulties with the projection of your voice. We believe we have now fixed them and
you may have two minutes to speak in regard to the budget. Thank you. Please go forward.

MS. CAMPBELL: I'll try one more time. I spoke up in the Budget Q&As and voiced my opinion that the $30 million deficit budget you have submitted is unsustainable for us in the long run, especially combined with the $24 million settlement that was made with the Women’s National Team.

I further believe there is way more money invested in the National Teams than there is invested in the youth in growing the business in the United States. There is almost a total -- lack of support for the youth and adult organizations in the United States. I hope you saw that with the vote that came through just now.

I would still support approving this budget for now, but I would hope membership will hold leadership responsible. Leadership teams need to aspire to make sure there is more emphasis on the future of growing the business for grassroots and paying attention to what is important in membership. Thank you.

THE PARLIAMENTARIAN: Thank you.

Thank you. We have another hand raised by Andrew
Marion. Mr. Marion will be recognized to speak for two minutes. Thank you very much. Andrew, thank you very much. Andrew Marion had his hand raised next. He will be recognized to speak for not more than two minutes. Thank you.

Mr. Marion: Yes, I just want to point out and make sure everyone understands that the Fiscal ’23 budget that is given as a deficit of $30 million does not include any effect of the proposed $24 million settlement with the Women’s National Team. So the budget could be much more of a deficit than what is given now, but that’s all. I just wanted to make that comment. Thank you.

The Parliamentarian: Thank you very much. There is a hand raised identified only as iPhone. You’re requested to identify yourselves. If iPhone, with the hand raised, wishes to speak at this time, we’ll open the mic for that person, but that person must first identify him or herself by name and by association and then will be allowed two minutes to speak.

Mr. Guthrie: This is Dave Guthrie from Indiana. My comments as it relates to the budget are that I understand that the Board of
Directors a few years ago decided to invest $150 million of the reserves into U.S. Soccer. The question I have is were there goals and objectives? Were there determined outcomes for that investment and have we monitored those? And here we are five years later. What were the results or what are the results of that investment and in looking at where our investment is currently, our future is in the youth side of the game. Those kids who are currently playing the youth game are going to be our future National Team players and we have invested very few dollars in our future. It seems to me that those reserves should have been invested -- or a good portion of them should have been invested in our future. So I will ask the Board, urge the Board to take a look, what did happen with that investment, what kind of a social return, what kind of a performance return or what kind of a return do we get in growing the game and if you're not satisfied with the results, then I suggest that you look at investing in the future going
forward. Thank you.

MS. RAINA: Thank you for your questions. I just wanted to make a few comments. You know, we went through the process of having a couple of budget Q&As and I received a question, Janet Campbell, from you, on the $24 million settlement and I appreciate that.

I want to, again, reiterate for the group who were not able to join the budget Q&A when we talked about it in the budget Q&A. We said the $24 million settlement is a multiyear settlement and the other thing that it requires is a ratification of the WNT CBA. As far as where the $24 million is coming from, it's going to come from our reserves. So those are just some of the facts that I want to share with the group.

Lastly, what I'll say as you look at the five-year plan, the five-year plan was going to draw our reserves down to $50 million and even if we were to pay the settlement tomorrow, it will draw down the reserves to $78 million.

In relation to the other question about the five-year plan and the goals, I wasn't here when the five-year plan was put together, but I will tell you the last two years
the Federation has gone through challenging times
going through COVID.

When the five-year plan was put
together, could we have anticipated COVID? No.
Could we have anticipated the last two years? No.
Could we have anticipated the litigation? No.
So I would say keep those things
in mind and I know the Budget and Finance
Committee is committed to developing a five-year
plan. It is in your Book of Reports. So it is a
commitment of the Board, it's a commitment of the
Budget and Finance Committee and it is something
we're going to work on. That's our number one
priority for this year. So you will have that
five-year plan this year. Thank you.

THE PARLIAMENTARIAN: Thank you.

There is one more hand raised at this point John
Collins. The Chair recognizes Mr. Collins.

MR. COLLINS: Hi. Can you hear me?

THE PARLIAMENTARIAN: We can hear
you at the Chair.

MR. COLLINS: So I'm trying to
speak. I don't know if I can be heard or not.
The question is Pinky just indicated that the
settlement is paid out -- it's to occur over
years, but it’s my understanding that U.S. Soccer
is an accrual basis accounting system and that
means it would be recognized in the year it
occurred. So it would not be --

MS. RAINA: Can you mute your
microphone? We’re having some technical
sound-back issues. The speaker actually --

MR. COLLINS: I think I am muted.

Is that better?

MS. RAINA: So I heard part of it.

John Collins, I wanted to say what I was
mentioning the $24 million settlement what I was
actually trying to point out to you was what it
would do to our reserves.

So as you can see in the Book of
Reports, we set our reserves at $102 million. So
the $102 million -- the $102 million, after you
adjust for the settlement, would end up at $78
million is the point I was trying to make. So it
was not about the accrual accounting.

The other thing I wanted to
point out is the Board approved the budget with
unanimous consent knowing that the settlement was
not factored in. It was some of the language that
I had shared with the Board as they were looking
to approve the $30 million deficit. So this was
something that was always known and, again, it's
not something new for this year.

Every year, if I'm not able to
estimate the value of settlement, that is a caveat
that I put to the budget approval process saying
this amount does not include settlements. It just
so happens that the timing of this settlement
happened at the time when there was a budget
approval by the National Council Meeting, but
outside of that if this happened 30 days from now
or 60 days from now, we would have been in the
same situation and that's the reason why from a
budget standpoint I was not able to include that
in the budget, but everyone on the Board was made
aware of it and they voted for it unanimously.

I would also call upon this time
if there is someone from the Budget and Finance
Committee who would like to speak up. Richard
Moeller, if you're on, if you would like to share
the process that we went through, please.

THE PARLIAMENTARIAN: I think at
this point we have received a number of comments
and questions on the budget and I believe that we
have no further hands raised in the queue and,
therefore, it will be time to take a vote on the budget.

The issue before the body is the approval of the budget. It takes a majority vote.

We have another question.

MR. MOELLER: Can you hear me?

MS. RAINA: We can hear Richard Moeller.

THE PARLIAMENTARIAN: We can hear Richard Moeller on the Zoom. I just wanted to make the announcement so hopefully he will hear me and unmute himself. Thank you very much. Thank you. It appears that we have lost Mr. Moeller and, therefore, having just been -- receiving questions for the CFO we should now go for -- to prepare the vote on the proposed budget.

Please let me know when the vote is ready for the members. The vote is now live.

You have until 1:52 to vote.

(Whereupon, a break was taken after which the following proceedings were had.)

THE PARLIAMENTARIAN: You have -- you have a live vote at this time and members have until 1:52 to vote.
(Whereupon, a break was taken after which the following proceedings were had.)

THE PARLIAMENTARIAN: Thank you.

The vote is now closed and we're waiting for the results of the voting to be verified. Thank you.

The results are now in.

You can see them projected on your screens. There are 923.54 weighted votes in favor and 284.18 weighted votes opposed. The affirmative have it and the budget is adopted.

You now have a budget.

MS. RAINA: Thank you.

THE PARLIAMENTARIAN: The next item of business is addressing the bylaws and policies and General Counsel Greg Fike will take over the Chair. Thank you.

MR. FIKE: Thank you, Mike.

Actually, the next item on the agenda just to be clear is the membership application of UPSL and I'm going to try to go through these. I understand there's a slight delay. So if you have a comment, please put it in the chat.

We'll definitely try to recognize you if you wish to speak on any of these
things, but I just want to make sure you have an
opportunity to speak, but I also want to be
respectful of everyone’s time to move this
forward.

So included in your Book of
Reports is one membership application which was
previously approved by the Board of Directors for
provisional membership yesterday. The application
is from the United Premier Soccer League to become
a National Affiliate. Membership applications
require approval of the majority of the National
Council.

Unless there is an objection, we
will handle the membership applications by general
consent. Please object now in the chat if there
is an issue.

Hearing no objections, the
membership of United Premier Soccer League, the
full membership of United Premier Soccer League is
approved by general consent. Congratulations on
becoming a National Affiliate of U.S. Soccer.

Thank you.

The next item of business on the
agenda are the bylaw amendments as proposed in
your bylaw book. Included in your Book of Reports
in Section 10 are a series of bylaw amendments.

As required by Bylaw 802, all the proposed amendments have been reviewed by the Rules Committee and the reports are included in the Book of Reports. We will now proceed to the consideration of the proposed bylaw amendments.

It is my understanding, and USASA reached out to me in writing to confirm that their proposal on Bylaw 109, which is first on the agenda, has been withdrawn and may be reproposed next year. Thank you, USASA, for confirming that.

The next item for consideration is the amendment to Bylaw 401 Section 1C proposed by the Athletes Council. It is included in your Book of Reports in the bylaws section subsection -- Section 10, Subsection B.

The proposal is to establish compensation, including benefits, for the position of U.S. Soccer President. Included in your reports are the Rules Committee recommendation and I will just read them for the group now.

The Rules Committee recommended that the following language be added to the bylaw that no -- added back to the bylaw as proposed.

No elected officer may receive compensation from
the Federation except for reimbursement of
expenses, compensation as a player on the National
Team or as otherwise provided with these bylaws.
The Rules Committee also
proposed a clarification into the amendment
proposed by the Athletes Council. Specifically,
they wanted to include within the language that it
be prorated and the language would now read as
proposed -- as recommended by the Rules Committee
that the President will receive an annual salary
of $125,000 prorated based upon the time served
from the Federation for services provided as
President for each calendar year they’re in office
to be paid based upon the Federation’s normal
payroll.
Additionally, the President will
be entitled to the benefits package offered to the
current executives of the United States Soccer
Federation. The Rules Committee rationale is
printed in the Book of Reports in Bylaw Section 10
Subsection B. The question is on adoption of the
proposed amendment as found in the Book of
Reports.
Is there any discussion? Janet
Campbell, I see you have your hand raised in the
1 Zoom. Please speak.

2 MS. CAMPBELL: So is there a motion to -- is there a motion first or did I miss that?

3 MR. FIKE: Since it's been proposed as a bylaw amendment, does it need a motion, Mike, to move it forward?

4 THE PARLIAMENTARIAN: It's from the Rules Committee.

5 MR. FIKE: It's from the Rules Committee that it be moved forward pursuant to our -- to our rule. So there is a motion to move it forward. Thank you, Janet. I know there is some people in the chat. So my mic is live, right?

6 PRESIDENT CONE: It is.

7 MR. FIKE: Thank you. Sorry. I just wanted to make sure. My apologies to everyone.

8 So John Collins had his hand raised in the Zoom. I will make sure I get to the chat as well.

9 MS. CAMPBELL: On the proposed amendment, I would advise as a non-profit organization --

10 MR. FIKE: Janet, I understand
there's a delay. We didn't quite catch your
comment. You may have heard it in the Zoom. I
would like to make sure that I hear it. I
apologize for cutting you off. So, Janet
Campbell, you have the floor.

MS. CAMPBELL: Okay. I'm not sure
if anyone can hear me or not. This is very
frustrating, but I would like to speak against
this amendment. I hope that it does not pass.

There are several issues with this. This is --
there are several --

MR. FIKE: Thank you, Janet. Sorry.
We have a little bit of an echo. So I know John
Collins was next in the queue and he is recognized
now.

MR. COLLINS: Hopefully I can be
heard. I understand there's a delay. I
understand this is confusing. I intend to speak
against this proposed amendment, to do so for
multiple reasons. First, I believe it is
inappropriate given our corporate structure in
which the Secretary General is to be the CEO. I
think this causes confusion as to who is in
charge. The Chair of the Board should just be the
Chair. If you have that as a paid position, that
raises an issue.

Second, I find it an issue because as we've just witnessed elections are very -- in our organization have been very political recently and I think if this position is to be a paid position, the election process will be even more negatively impacted and, third, I would note that I pulled the 990s for the USOPC and, like, the top 20 NGBs that I can think of and none of them have paid positions.

There was one that has an honorarium of $15,000 for the President and $7,500 for each Board director. That is a honorarium. $125,000 is far more than an honorarium. So I would speak against this and say we should be in line with the rest of the NGBs in the USOPC.

MR. FIKE: Can you go back to me?

Thank you, John, for your comments. I know Curtis Regruit from New York State West has posted several things in the chat. Specifically, do we have a benchmark of what other similar Federations do?

I think John Collins actually just addressed that question and paying the President with benefits may lead him or her to be
an employee of the Federation, which might lead to a variety of issues and Mr. Regruit also commented that the paid position should -- the job description should be updated and more specific in who would evaluate performance or, if passed, this would likely leave U.S. Soccer open to other Board positions requesting payment and from a budget standpoint, especially at this time, it is difficult to justify.

I hope that I got everything for you, Curtis, and -- I need you to scroll down, if you can, so I can see the next comments. Keep scrolling down, please. All right. Howard Rubenstein -- there was a clarifying question from Life Member Howard Rubenstein regarding passage. It requires a two-thirds vote to pass for a bylaw amendment. Dave Guthrie, are we able to have him speak? He was unable to raise his hand in the Zoom. Dave, are you available? You're recognized by the Chair.

MR. GUTHRIE: Dave Guthrie from Indiana. I will speak against the motion. We're a not-for-profit organization, which means that we are a public trust, which means our Board members and, in particular, our officers are trustees.
They’re there to guard that we protect that contract that we have with the public that allows us to not pay taxes. When you start to pay your executives -- your main Board member you begin to violate non-profit best practices. This is not only a violation of best practices, this is going down the road of bad practice. If we want to remain pure as a not-for-profit, then we need to vote down this bylaw because the justification that was offered that the position requires a lot of time I would suggest to you that our clubs, the tens of thousands of clubs that are led by presidents are volunteers, probably invest as much time in their workplace as they do in their volunteer job. So I don’t know that justification holds true unless we somehow want to pay all the presidents of all our member organizations, which I don’t think we’re prepared to do. So, again, I urge you to vote down this bylaw proposal.

MR. FIKE: Thank you, Dave. I have several other questions in there about conflicts of interest and potential non-profit issues and
legal issues that could come up. The Rules Committee did review this and did make a particular comment with either of those. They were aware of those things at the time, but I thank you for those comments in the chat. I think I've heard several cons now. Given that it is a two-thirds requirement, I would move it to a vote unless there are any pros that wish to speak in favor of this bylaw. Claudia -- Claudella, I see your question. I don't quite understand it, but I have been able to hear okay and we have been able to move through this, but not having any other hand raised and any other pros, I don't see any other cons in the chat, I would move that this be -- that this move to be -- to a vote. I will recognize that Thomas Faro did make a point and just a question about whether it was in the budget that was just adopted. It was not because it was a proposed amendment. It has not been adopted yet. So let's go ahead and move to a vote. Sorry. Hold on one second. Chris wants to speak on behalf of the bylaw amendment. Chris Ahrens. I recognize Chris Ahrens to come to the
Chair.

MR. AHRENS: I apologize. I recognize this is rather extraordinary that I would sprint over. I’m out of breath, it’s terrible for an athlete right now, that I would sprint over to come on camera. I’m having computer issues. I probably won’t even be able to vote in this.

We think it’s such an expansive role that some amount of money and benefits -- benefits is actually a really key part of this -- is necessary and the way it’s currently structured we think it’s exclusionary and we’re trying to lower the bar not on the quality of candidates, but so that more candidates could have the possibility to stand for election.

So if the amount is what makes people uncomfortable, we’re open to dialogue around that. You know, hearing people’s concerns that has to do with who is going to hold them responsible, who is going to do performance reviews or what is the job description? I would say why aren’t we having those conversations now? We don’t -- there is no job review. There is no job description. Go look in
the bylaws. So I don't know why bringing a
monetary amount forward that is certainly a
significant amount of money across the country,
but still one we think the Federation can handle
is spurring this dialogue now.
So we'd love to have that
dialogue if ultimately the membership feels now is
not the time, but we feel the way the position is
currently structured it is exclusionary in nature
in who can actually come forward and I think we're
missing out on some really potentially great
candidates that could fill the role for us going
forward.
Thank you. And, again, I
apologize about the wildness that just took place.
MR. FIKE: Thank you, Chris. So I'm
confirming with Chris that he accepts the
proposals of the Rules Committee to amend the
bylaw just to make sure. We're voting on that.
MR. AHRENS: Yes.
MR. FIKE: There was one question
about legal issues. There is no specific
information. There is no specific prohibition.
Chris Ahrens did speak in favor and we were able
to hear about it and we had a comment about going
to a vote, which is what we're going to go to now
for two-thirds vote on Bylaw 401 as amended by --
as amended by the recommendation of the Rules
Committee. Vote yes in favor and no opposed and
it requires a two-thirds vote to pass.

MS. LEETZOW: There's still comments coming in, Greg.

PRESIDENT CONE: They already answered those.

MS. LEETZOW: Okay.

MR. FIKE: Voting is live and will end at 2:15 p.m. Please vote now.

(Whereupon, a break was taken after which the following proceedings were had.)

MR. FIKE: Voting is closed. We will now be verifying the results.

(Whereupon, a break was taken after which the following proceedings were had.)

MR. FIKE: The voting results are posted on your screen. The vote is 58.91 percent of the weighted vote in favor and 38.88 against.

There are less than two-thirds in the affirmative and the motion is lost. Bylaw 401 Section 1C will
The next item for consideration is the amendment to Bylaws 401 and 413 proposed by John Collins and Mike Edwards. It is included in your Book of Reports in the bylaws section Section 10 Subsection C. The proposal is to reduce the term limits for President, Vice President, reduce service limits for other elected officers, voting members of the Board of Directors and the Independent Directors.

The Rules Committee recommends adding the words "four-year" after the word "full" in Bylaw 401 for clarity and recommends that the proposed transition period be applied to the section regarding term limits for the Independent Directors. The Rules Committee's rationale is printed in the Book of Reports in the bylaws section with the proposed amendment.

The question is on adoption of the proposed amendment to Bylaws 401, 413 as found in the Book of Reports and the bylaws. Is there any discussion?

There is a comment in the chat about the previous vote. I will read it because it's been put in the chat. Yes, I understand
the -- to be clear, the motion failed which I think you spoke opposed to the motion to approve the previous bylaw.

Is there any discussion regarding the current bylaw amendment on the agenda, which is -- or on the floor, which is bylaws -- amendments to Bylaws 401 and 413? Thank you. I'm still live, correct? Thank you. I accept -- John Collins confirms that he accepts the Rules Committee recommendation as a friendly amendment. So those will be reflected on what you're voting on which will include the Rules Committee recommendation. So you'll be voting on the bylaws proposed as amended.

Are there -- is there any other discussion? John Collins as the proposer of the amendment has priority. He wishes to speak and has his hand raised. John Collins, you are recognized.

MR. COLLINS: Greg, given the technical difficulties, I was raising my hand just to let you know that I accepted the Rules Committee. You know, since I'm now speaking, I will note that I make this proposal for the sake
of what I believe is good governance.

I don't make it with respect to any individuals. I believe that Board members and officers as Jim Hamilton used to say are stewards for the game and we should be happy to serve for the period we're able to serve, but it should not be something that is forever and I believe having shorter term limits would help us in secession planning and making sure that we are developing leaders for tomorrow and I believe that this is helping us to get to that.

So in that sense, I make this proposal. One other note. Essentially what the proposal does is it lowers all of the various terms by one term -- officers terms by one term. It lowers the Board from 16 to 8 years in total and --

MR. FIKE: Thank you, John. I think in order Dave Guthrie from Indiana Soccer Association wishes to speak in favor of the proposed bylaw amendment, which for clarification before Dave Guthrie speaks is the bylaw amendment to change the term limits bylaws as identified in your Book of Reports, which is Bylaws 401 and 413 as proposed by John Collins and Mike Edwards in
accepting the amendment of the Rules Committee,
the suggested amendments of the Rules Committee.

Dave Guthrie, you are
recognized.

MR. GUTHRIE: Greg, I just wanted to
make sure my comments are directed toward the
original motion as amended.

Is this the appropriate time to
speak to that?

MR. FIKE: Yes, the bylaw as
amended. Sorry. The bylaw as amended is what you
were speaking to. That's correct. That is on the
floor right now.

MR. GUTHRIE: Okay. Thank you.

Indiana would speak in favor of the motion.

Earlier, I mentioned best practices. If we follow
best practices for good governance, you want
turnover in your leadership in order to keep fresh
as John Collins mentioned. It also gives you an
opportunity -- or actually forces you to cultivate
new leadership.

You have folks that stay on
forever, if you look around the room and see folks
that have been on way too long, we need to ensure
that we have term limits. We need to leave a
legacy for those players and leaders and
volunteers coming up behind us to ensure that we
have a fresh Federation moving forward. So I
speak in favor of the motion.

MR. FIKE: Thank you, Dave. There
was a question from Juan Uro from the Board of
Directors. I recognize Juan to speak at this
time.

MR. URO: Thank you, Greg. Can you
hear me?

MR. FIKE: Yes, I can hear you.

MR. URO: Greg, can you hear me?

MR. FIKE: Yes, I can hear you.

MR. URO: Thank you. I appreciate
the opportunity. I agree in principle with the
proposal. I think it's good governance. Having
said that, being on the Board for two years, this
Board is exactly opposite to what we may serve on
other Boards.

In fact, we have an excess
number of new faces. For the last two years since
I've joined, there's been 14 new faces on the
Board. Literally every 50 days we have a new
Board member at one point. So I don't think we
have the issue from a Board perspective of having
a lack of rotation. I think we have exactly the opposite.

Number two, as someone who has been a new Board member, I actually appreciate the guidance from people who have been here for a longer period of time whether it's John Motta or Pete Zopfi or Don Garber. So I think that stability it has helped me become a better Board member.

Number three, if we want to tackle issues from a Board perspective that are really important, I think we should tackle diversity and inclusion because if you put aside the Athletes Council representation of the independent -- the independent representation, I think most of the issues that this Board has is not tenure because now they're three years, it's lack of diversity of the other, you know, members and the point I'm going is I think it's a task force of which John Collins is participating and I think the Board goal was to empower that task force on what appropriate governance was. So while I appreciate best practice, it is not an issue in solving the diversity issues that are really the issue. I
think the task force is probably a more
appropriate way to attack, you know, what should
be the right governance proposals going forward.

Thanks.

MR. FIKE: Thank you so much. I saw
that Paul Scherer actually just made a mention in
the chat that he was in favor as well.

Hearing no -- seeing no other
hands raised or information in the chat, I think
we're ready to move this question to a vote.

Again, the question is on the adoption of the
proposed amendments to Bylaws 401 and 413 as
amended, the friendly amendment from the Rules
Committee, and is found in the Book of Reports in
Bylaw Section 10 Subsection C.

The motion requires a two-thirds
vote for adoption and the vote will be taken
electronically. Are you ready for the question?

Ms. Mullinix, please proceed with the vote.

The vote is now open and will
close at 2:32 p.m. Thank you. Please vote now.

(Whereupon, a break was taken
after which the following
proceedings were had.)

MR. FIKE: Thank you. Voting is now
closed. We will be verifying the results and be
back with you shortly. Thank you.

(Whereupon, a break was taken
after which the following
proceedings were had.)

MR. FIKE: The vote is 62.69 percent
of the weighted vote in favor and 37.31 percent
against. Therefore, there are less than
two-thirds in the affirmative and the motion is
lost. Bylaws 401 and 413 will remain unchanged.

Excuse me.

The next item for consideration
is the amendment to Bylaw 511 proposed by Lisa
Carnoy. It is included in your Book of Reports in
Bylaw Section -- Section 10 Subsection D.

The proposal is to reduce the
required Board of Directors approval of the annual
budget from 60 days prior to the Annual General
Meeting to 45 days prior to the Annual General
Meeting. It is important to note that this will
still require that the proposed budget go to the
National Council 30 days prior to the meeting.
The Rules Committee made no recommendations.

The question is on the adoption
of the proposed amendment to Bylaw 511 as found in
1 the Book of Reports. Is there any discussion?
2 Seeing no hands raised in Zoom or any information
3 on the chat, we’re going to go to the question of
4 adoption of the proposed amendment to Bylaw 511 as
5 found in the Book of Reports.
6 The motion requires a two-thirds
7 vote for adoption and the vote will be taken
8 electronically. Are you ready for the question?
9 Ms. Mullinix, please proceed
10 with the vote. All those in favor please vote yes
11 and all those opposed vote no. The vote is open
12 and will close at 2:41 p.m.
13 (Whereupon, a break was taken
14 after which the following
15 proceedings were had.)
16 MR. FIKE: Voting is now closed. We
17 are verifying the results. Thank you.
18 (Whereupon, a break was taken
19 after which the following
20 proceedings were had.)
21 MR. FIKE: The percentage vote is
22 91.70 percent in favor and 8.30 against. The
23 two-thirds majority is met. The bylaw is amended
24 as stated in the book. Thank you. Now, onto the
25 next order of business which is affirmation of the
policies modified by the Board in the past year
found in Section 11 of the Book of Reports.

So we'll now consider the Board's amendment to Policy 212-3. It can be
found in Section 11 Affirmation of the Board's Policy in the Book of Reports. The changes to the
policy were made by the Board in August of 2021
and are indicated by the changes in the text. The changes were related to requirements -- changes in
requirements by the Center for SafeSport Minor Athlete Abuse Prevention Policies. Is there any
discussion?

The only item is to move for approval on this as there is no further
discussion. This question is on affirmation of amendments to Policy 212-3. This motion requires
a majority vote for adoption and the vote will be taken electronically. Are you ready for the
question? Ms. Mullinix, please proceed with the vote.

All those in favor or opposed to the motion, please vote now using the voting tool.

Voting is now live. It will close at 2:48. Again as a reminder, this is a simple majority vote.
MR. FIKE: Voting is now closed. We will be verifying the results and back with you shortly. Thank you. The results are on the screen. The vote is 1,023.86 in the affirmative. Therefore, there is a majority in favor and the Board's amendments to Policy 212-3 are affirmed. Policy 212-3 as amended by the Board will remain in effect.

We have one more amendment and I am going to go straight to the vote on this, if possible, unless there are any objections. So I'm asking now. So please get it in the chat if there are any objections or comments on this.

It's a policy change to 214-2. They are in your Book of Reports. It changes the fee for National Associations, National Affiliates or Other Affiliates who only register active duty U.S. military personnel from $10,000 a year plus player fees to $1,000 plus player -- per player fees.

You can keep me live. I'll wait ten more seconds for any comments. The Chair
recognizes Mr. Sadowski from Metropolitan D.C.

Virginia to speak on Zoom.

MR. SADOWSKI: Can you hear me? I am speaking in favor of the proposal because I think our military service members deserve this change. I just want to note that for the past two years you promised a task force by the past two Presidents and current President to look at registration fees across the Board and then the impact on perhaps not allowing people to play because of fees.

So I would hope that the currently elected President, as I informed her when I spoke to her directly, will fulfill her promise to appoint a task force on player fees across the Board. Thank you very much.

MR. FIKE: Thank you, Jim. We're going to go ahead and move forward with the vote. So as there is no further discussion, the question is on affirmation of Policy 2 -- sorry. Affirmation of the Policy 214-2 in your book.

This motion requires a majority vote for adoption and the vote will be taken electronically. Ms. Mullinix, please proceed with the vote.
Mr. Snyder -- it looks like
there is one more question. I recognize if you
want to speak via Zoom or speak via chat.
Mr. Snyder, can you put your comment in the chat?
Sorry.

MR. SNYDER: Greg, I'm a veteran.
For all these people that do for our country, if
we can lower the fee, take the whole fee away.
It's the least we can do for our service members
and those people that protect the freedoms that we
have in this country.

MR. FIKE: Thank you, Mr. Snyder. I
will make sure your comments are relayed to the
Board and I'm sure the Board members on the call
still heard you. So we're going to move this to a
vote now. Again, the vote is on Policy 214-2
lowering the fees. The motion requires a majority
vote for adoption. Ms. Mullinix, please prepare
for the vote.

The vote is live. 2:57 is when
the votes will end. All those in favor or opposed
to the motion please vote now in the voting tool.
(Whereupon, a break was taken
after which the following
proceedings were had.)
MR. FIKE: The vote is closed. We will verify the results. We will try to have these back to you as quickly as possible.

(Whereupon, a break was taken after which the following proceedings were had.)

MR. FIKE: The vote was almost unanimous in favor of the amendment. It is still in effect.

Thank you. I'll now turn the podium back over to Cindy.

PRESIDENT CONE: Hi. Thank you, everybody, for your patience today. One of our last things is to let you all know where the 2023 AGM will be held. All right.

See you all in San Diego next year. Thank you and stay tuned for the rolling of the Good -- for the Good of the Game comments.

Thanks, everyone. Meeting adjourned.

(Whereupon the meeting was adjourned at 2:59 p.m.)
REPORTERS CERTIFICATE

I, Steven J. Brickey, RMR, CRR, appointed to take the meetings of the U.S. Soccer Federation, do certify that the within proceedings of the Board of Directors Meeting were taken by me stenographically virtually on March 5th, 2022, then reduced to typewritten form consisting of 92 pages herein; that the foregoing is a true transcript of the proceedings had.

In witness hereof I have hereunto set my hand this 14th day of April, 2022.

[Signature]

Steven J. Brickey, RMR, CRR
CSR No. 084-004675