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PROCEEDINGS

UNITED STATES SOCCER FEDERATION
NATIONAL COUNCIL MEETING

Marriott Marquis Hotel
Atlanta, Georgia

March 5th, 2022
9:08 a.m. - 3:00 p.m.

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

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

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

20 I want to start off by thanking
21 our incredible U.S. Soccer staff for their passion
22 and tireless work. Our staff are the ones that
23 make everything happen. Many of you I know have
24 been working around the clock and I want you all
25 to know how appreciated you are. Thank you.

1 This year we were faced with new
2 challenges that shook the entire soccer community.
3 The allegations of abusive behavior and sexual
4 misconduct were horrendous. If the players aren't
5 safe, nothing else matters. We have to do
6 everything we can to ensure that every player at
7 every level in our game is safe.

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

19 We have already seen increased
20 opportunity on the commercial side, which will
21 help us bring in more revenue that will benefit
22 all levels of our sport. Although this was a
23 critical moment for U.S. Soccer, our work is not
24 done. We hope to sustain this momentum in our
25 efforts to finalize a CBA with our Men's and

1 Women's team. We've seen this past year that the
2 interest in U.S. Soccer and our future is very
3 bright.

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

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

21 The U.S. Men won two major
22 trophy's beating Mexico in the championship game
23 in the Nations League and Gold Cup. These
24 dramatic wins injected new energy into the program
25 and showed us all that the future is incredibly

1 bright.

2 While there is still work to be
3 done with three games in World Cup qualifying done
4 at the end of this month, we are very confident
5 that our Men will qualify. On the Women's side,
6 the Women's National Team took home an Olympic
7 bronze medal and for the sixth consecutive year
8 finished the calendar year ranked number one in
9 the world.

10 In that bronze medal match, we
11 saw Carli Lloyd do what Carli Lloyd does, score
12 big goals in big games as she put away two and
13 then a few months later she stepped away with a
14 farewell match in Minnesota. Thank you, Carli.

15 The future is bright on the
16 Women's side, too. In preparation for qualifying
17 for the 2023 World Cup, Vlatko brought in the
18 youngest team since 2018 for the SheBelieves Cup.
19 This younger roster won the tournament beating
20 Iceland in the final match.

21 The Extended National Teams
22 continue to improve and grow. In '21, our Futsal
23 and Beach Men's National Teams both qualified for
24 their respective World Cups. Our Women's Beach
25 National Team played in its third ever competition

1 last year and in January we held our very first
2 Women's Para National Team camp as they prepare to
3 compete at the Womens Para World Cup in May.

4 As we look forward, we are -- we
5 are working to add additional teams, programming
6 and staff to our ENT department and our Youth
7 National Teams have a full schedule this year with
8 our U-20 Women's Team competing in the CONCACAF
9 U-20 Championship right now.

10 In 2021, the U.S. Soccer
11 Coaching Education Department focused on the Jill
12 Ellis Scholarship Fund and the launch of the
13 SheChampions Mentorship Program, both of which
14 will benefit, empower and advance women in
15 coaching. As part of these continued efforts to
16 reduce barriers to coaching education, our
17 grassroots coaching education courses are now
18 available in Spanish.

19 U.S. Soccer continues to be
20 dedicated to the recruitment, retention and
21 development of referees and we all have a lot of
22 work to do in this area as referees play a very
23 critical role in our game.

24 As we concentrate on all these
25 areas of the game, we need our entire membership

1 to work together. We all have a valuable part to
2 play and it's clear that we can do more together
3 than separately. Our Innovate to Grow program has
4 resumed after using the 2021 funds to provide
5 COVID-19 relief grants to members.

6 We look forward to existing
7 Innovate to Grow programs resuming activity and
8 approving a whole new round of programs in 2022.
9 The next project for all of us to work together on
10 will be the soccer-specific study that was done
11 over the past year focused on determining why
12 minorities aren't choosing soccer and what can we
13 do to remove the barriers from our game.

14 We recently reviewed the results
15 and we will bring the membership together to
16 discuss what was found and come up with action
17 items we all can take collectively to help us move
18 the game to new heights. We cannot rest until
19 every kid that wants to play our game has the
20 opportunity.

21 Lastly, we're excited to work
22 with membership in what will be the largest
23 sporting event in U.S. history, the 2026 Men's
24 World Cup. The World Cup will have an impact on
25 the sport for years to come. We did site visits

1 of all the candidate host cities in 2021 and it
2 was so fun to see the excitement and enthusiasm in
3 each city.

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

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

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

24 (Whereupon, a Moment of Silence
25 occurred.)

1 PRESIDENT CONE: Thank you. So for
2 the Good of the Game, as a reminder, you can
3 submit your remarks for the Good of the Game via
4 the Q&A function on the voting platform. Thank
5 you.

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

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

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

18 Before I present the Credentials
19 Report, I would like to take a few minutes and
20 thank a handful of people who have spent countless
21 hours over the past few weeks preparing today's
22 meeting and vote. First, I would like to thank
23 the members of the Credentials Committee; Bob,
24 Kathy, Diane, Jonathan and Megan. And another big
25 thank you to the staff at U.S. Soccer on behalf of

1 myself and the Credentials Committee. Their
2 persistence and hard work made our process flow
3 smoothly and efficiently. Greg, Raj, Melissa,
4 Helen, Alexa, Leah and Mike, thank you.

5 We will be conducting the roll
6 call virtually this morning. The slides recognize
7 all the organizations and delegates registered to
8 vote. Please show the first slide. The Youth
9 Council, 298. Please advance. The Adult Council,
10 176; the Pro Council, 18; the Athletes Council,
11 24. Please advance the slide. Other Members, 28;
12 Individual Members, Board of Directors, 14; Life
13 Members, 15; Past Presidents, 4; Sustaining
14 Members, 2. We do have a quorum today.

15 U.S. Soccer Bylaw 302 regarding
16 composition of voting lays out the structure we
17 must follow in preparation for a vote. Sections
18 1, 2 and 3 define who qualifies as a delegate of
19 the National Council. As you are aware, the
20 National Council consists of the Youth, Adult, Pro
21 and Athletes Council as well as individual members
22 which include the Board of Directors, Life
23 Members, Past Presidents and Other Members and
24 Affiliates.

25 Under Bylaw 302, if an

1 individual is eligible to vote in more than one
2 capacity, they may only vote in one of those
3 capacities selected by that individual. For any
4 National Council Meeting, a delegate of an
5 organization member may not cast votes that exceed
6 two percent of the total votes eligible to cast,
7 the exception the Athletes Council.

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

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

24 Last, delegates from the Other
25 Members which include Other Affiliates, National

1 Affiliates, indoor Professional Leagues, disabled
2 service organizations and Associate Members have a
3 voting strength equal to 100 less the total number
4 of delegates from the individual members.

5 The weight of each vote cast is
6 also determined by a multiplier. As you can see
7 in the summary of the Credentials Report, the
8 number of delegates, the voting strength and the
9 multipliers.

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

15 This concludes the Credentials
16 Report for the 2022 National Council Meeting. Do
17 I have a motion to approve the Credentials Report?
18 Do I have a motion to approve the Credentials
19 Report?

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

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

1 MS. MULLINIX: Thank you for your
2 patience. We were allowing some more time for
3 members to get logged in.

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

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

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

19 Test Question 1. Are you
20 attending the AGM this year virtually or in-person
21 in Atlanta? A, virtually; B, in-person in
22 Atlanta. Voting is open. Voting will end at
23 10:39. Voting is live.

24

25

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

4 MS. MULLINIX: Voting is closed.

5 Please stand by for the results.

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

9 MS. MULLINIX: As you can see, the
10 votes are in with most people attending virtual.
11 We will now have one more test question. Test
12 question two. We couldn't escape an AGM without
13 the old famous PK shootout.

14 So a PK shootout between the
15 Georgia State Flower, the Cherokee Rose, and
16 Georgia State Insect, the honeybee, who do you
17 think will win? A, Cherokee Rose; B, the
18 honeybee. Voting is open and it will close at
19 10:44. Please vote now.

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

23 MS. MULLINIX: The votes are in.

24 Please stand by for the results. As you can see,
25 the Cherokee Rose, that old flower, really rose to

1 the occasion. Thank you, all, for your time today
2 and your patience as we got started this morning
3 and the approval of the Credentials Report. I
4 will now pass it back to Cindy.

5 PRESIDENT CONE: Thank you, Siri.
6 Now, we will need a motion to approve the 2021
7 National Council Meeting minutes. Do I have a
8 motion to approve? I have a motion to approve.
9 Do I have a second? I have a second. Are there
10 any objections? Hearing none, the minutes have
11 been approved.

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

17 THE PARLIAMENTARIAN: There is a
18 correction.

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

1 technical difficulties.

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

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

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

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

24 THE PARLIAMENTARIAN: Thank you.
25 And may I know the objection? I don't see any

1 objection on the screen. Point of order. It was
2 already approved and seconded. But given the
3 technological difficulties that some people were
4 having at the time of the last vote, your
5 president decided the better part of valor was to
6 have a revote.

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

10 PRESIDENT CONE: Thank you, Michael.
11 So you all should have received the book -- in the
12 Book of Reports all of the committee reports. So
13 now can we turn to and watch the ADAPTandTHRIVE
14 video.

15 (Whereupon, a video was played.)

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

24 So I wanted to give you that
25 update. Thank you.

1 PRESIDENT CONE: So I'd like to
2 acknowledge our outgoing Board members Tim Turney
3 and Richard Moeller. We want to extend our
4 gratitude to Tim and Richard for their years of
5 service on the Board of Directors.

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

11 Thank you for your patience.

12 There's a little bit of a delay.

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

16 MS. RAINA: Hello, everyone, and
17 thank you for your time this morning. Included in
18 the 2022 Book of Reports is the proposed budget
19 for Fiscal Year 2023. As the Chair of the Budget
20 and Finance Committee, I want to first thank the
21 committee; Nicole Barnhart, John Collins, Richard
22 Moeller, Oguchi Onyewu and Bill Taylor for their
23 oversight on the budget. I'd also like to thank
24 the finance staff for their tremendous efforts on
25 this process.

1 Next, I want to provide
2 background and introduce the Fiscal Year '23
3 budget video presentation. The Federation is in
4 the final year of a five-year operating plan that
5 runs through March 2023. As we continue to invest
6 in the game, we are budgeting a deficit of \$30.7
7 million in Fiscal Year '23.

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

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

21 Our National Teams excelled at
22 the highest levels across all competition and our
23 fans returned to sold out stadiums. As we learn
24 to live with an ongoing pandemic, we will navigate
25 the uncertainty it brings in FY '23.

1 In the last quarter of 2021,
2 U.S. Soccer's finance department upgraded the
3 Federation's financial system to Sage Intacct.
4 The new technology and revamped structure
5 introduces a program dimension to provide greater
6 visibility to each Federation's program.

7 Our key priorities of achieving
8 sporting excellence and commercial evolution are
9 driven by our organization-wide strategic planning
10 process. We are budgeting an all-in deficit of
11 \$30.7 million for FY '23. We're expecting \$136.5
12 million in total revenue in FY '23. The key
13 drivers of U.S. Soccer revenue are Federation
14 operations projected at \$86.9 million.

15 The largest component of the
16 Federation's operations revenue is commercial
17 revenue, which includes apparel, sponsorship and
18 media. U.S. Soccer will manage our sponsorship
19 and media rights in-house beginning in January
20 2023.

21 Registration and membership, as
22 well as investment income, are also captured here.
23 National Teams programming revenue, projected at
24 \$36.3 million, includes event revenue from MNT and
25 WNT games. Sport development programming revenue,

1 projected at \$5.9 million, includes coaching and
2 referee program revenue. Commercial, member and
3 other programming revenue projected at \$7.3
4 million includes Insiders and donor revenue.

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

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

16 Second, a COVID relief loan of
17 \$5 million split equally among MNT and WNT to
18 accelerate a safe return to play. Third, women's
19 futbol development \$54,000 of scholarship support
20 for female pro licensed candidates.

21 Our total investment for FY '23
22 is \$167.2 million. The key drivers of U.S. Soccer
23 expenses are Federation operations which represent
24 \$71.1 million of our investment. This includes
25 all personnel, administrative and general

1 operating expenses and includes costs for our
2 commercial build-out in advance of our sponsorship
3 and media rights to be managed in-house.

4 National Team programming
5 represents \$79.9 million of our investments. This
6 includes MNT, WNT, YNT, ENT and sports
7 performance. Investment in high performance,
8 sports medicine, sporting analytics and talent ID
9 is also included within the sports performance.

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

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

24 In FY '22, both the Men's Beach
25 and Futsal Team qualified for their respective

1 World Cups. In FY '23, investment in our Extended
2 National Teams will expand current programming for
3 our Beach, Futsal and Para teams with a plan to
4 add Men's and Women's Deaf teams and Power.

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

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

16 Commercial Member and Other
17 Programming represent a \$10.9 million investment.
18 Our Insiders and Development Programming is
19 focused on elevating the profile of U.S. Soccer
20 and generating greater interest and engagement
21 among the fans and donors. In addition, the Lamar
22 Hunt Open Cup resumes competition.

23 Our membership has an important
24 part to play in growing the sport. In 2021,
25 Innovate to Grow pivoted to COVID-19 relief grants

1 and provided support to over one-third of U.S.
2 Soccer members. In FY '23, Innovate to Grow is
3 budgeted at \$3 million to fund programs promoting
4 the growth of soccer.

5 We continue to work towards our
6 2030 goals in performance, participation and
7 fandom. Recognizing the power of soccer that
8 unifies the nation, we continue to advance our
9 efforts in diversity, equity, inclusion and
10 belonging.

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

20 With that, we ask for the
21 National Council to approve the FY '23 budget.
22 Thank you for your support.

23 I'd like to call for a motion to
24 approve the Fiscal Year 2023 budget. Unless
25 there's an objection, the FY '23 budget is

1 approved by general consent. So since there was
2 an objection, we will open the floor for
3 discussion. The parliamentarian will handle the
4 discussion.

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

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

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

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

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

22 MR. COLLINS: Mike, can you hear me?

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

25 MR. COLLINS: Can others hear me?

1 THE PARLIAMENTARIAN: Yes, we can
2 hear you.

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

12 THE PARLIAMENTARIAN: Thank you,
13 Mr. Collins.

14 MR. COLLINS: I can't hear you.

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

24 The technical staff is now
25 working on that. They are able to provide a list

1 of those who are logged in and they will be
2 getting a copy of that to you once it has been
3 compiled. It's treated as a request for
4 information. There is another point of order
5 listed John Motta. John Motta is recognized for
6 his point of order. Please state it.

7 Good morning. I understand that
8 John Motta has withdrawn his point of order.
9 Thank you and we are back to the budget. If there
10 are no objections to the budget, and several
11 people have moved approval of the budget, the
12 budget will stand approved by general consent.

13 We will wait a short time for
14 objections to come forward. I will ask for
15 patience on people's part because the screens that
16 we're viewing in the virtual Chair and the virtual
17 podium area are a little bit slower than what your
18 input is because of the virtual platform.

19 There are objections and we are
20 waiting for the objections to be made, to be
21 announced. There is a point made by Dave
22 Guthrie of the Indiana Soccer Association.
23 Indiana is trying to object to the Credentials
24 Report. Indiana is requesting a roll call and
25 then a verification that all votes represented by

1 the delegates that are present are being
2 recognized.

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

13 There is an objection as to
14 approval of the budget saying there needs to be
15 discussion. What we would like to do, if there is
16 discussion, is allow our CFO and COO Pinky Raina
17 to answer any questions first if there are
18 questions about the budget and we will take up to
19 five questions if there -- if people do have
20 questions and there has been extensive Q&A about
21 the budget previously, but she'll take a few
22 questions and then if there is a -- if there is
23 any motion or rather if there is any discussion
24 after the questions have been answered, we'll go
25 on at that time and people will be recognized at

1 that time.

2 Thank you. Please forgive me if
3 I mispronounce your names. I'm going to go in the
4 order that people are making their points.

5 Thomas Faro from Michigan State
6 Youth Soccer Association and he is basically
7 saying he wants a vote and not general consent.
8 So noted. We will not go by general consent.
9 Chris Delay of South Texas says there are
10 objections. So noted and we will handle them. We
11 need to know what they are. What I had proposed
12 was if people have questions that they could be
13 answered first.

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

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

25 It's time for discussion, but we

1 need to setup who is going to be discussing. So
2 what I would propose is that we have three pros
3 and three cons and each person speak for two
4 minutes, no more than two minutes, and people
5 should indicate whether they're pro or con when
6 they are putting themselves on the list to speak
7 in debate.

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

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

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

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

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

21 THE PARLIAMENTARIAN: Can people not
22 hear me?

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

25 THE PARLIAMENTARIAN: There were no

1 objections timely made at the time the Credentials
2 Report was adopted. If you have a question about
3 who is and --

4 MR. DELAY: I can hear you now.

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

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

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

25 And we will have that forwarded

1 to the individual who is objecting, the full
2 Credentials Report, and if he has a problem with
3 that -- because, to our knowledge, there were no
4 objections made by any delegation to the
5 Credentials Report or to the method of
6 credentialing. If there continues to be a
7 problem, if there is a contested vote, we will --
8 and the -- and there is any true objection as to
9 the credentials, it will be addressed at that
10 time.

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

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

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

24 There is no right to a roll call
25 vote. It requires a majority vote to order a roll

1 call vote. If the motion is being made as a
2 motion of privilege, it requires a second. So it
3 would be handled in that manner.

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

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

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

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

1 MR. FIKE: Thank you so much for
2 your patience. I'm Greg Fike. I'm General
3 Counsel of U.S. Soccer. I have Siri Mullinix from
4 the Credentials Committee here as well. We want
5 to make sure everybody has confidence in the
6 voting system and the fact that the votes are
7 being recorded and the fact that everyone has had
8 an opportunity to log into the system.

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

20 MS. MULLINIX: Thanks, Greg. We
21 will now take a roll call electronically. Please
22 confirm that you are present for roll call by
23 voting on the platform. The only answer will be
24 present. Voting will start now and close in three
25 minutes at 12:14.

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

4 MS. MULLINIX: Voting is now closed.
5 Please stand by for the results and we will read
6 the information.

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

10 MS. MULLINIX: Thank you. I will
11 now read the roll call results. Please bear with
12 me in pronunciation of all of your names.
13 Richard Christiano (Eastern New York Youth Soccer
14 Association); Bruno Trapikas (Life Member); David
15 Borts (Rhode Island Soccer Association); Elma Riley
16 (Michigan Soccer Association); Dan Cataldi (Iowa
17 Soccer Association); Chris Delay (South Texas Youth
18 Soccer Association); Lacey Mencl (National Women's
19 Soccer League (NWSL); Laura Franks (Major League
20 Soccer (MLS); Laura Sturdivant (Delaware Youth
21 Soccer Association); Steve May (Minnesota Youth
22 Soccer Association); Timothy Busch (Adult
23 Commissioner); Evan Dabby (New Jersey State Youth
24 Soccer Association); Rishi Sehgal (North American
25 Soccer League); Randy Lowden (Pennsylvania West

- 1 Soccer Association); Michael Doria (Nebraska State
- 2 Soccer Association); Marypat Bell (Life Member);
- 3 Mike Poulos (Michigan State Youth Soccer
- 4 Association); Craig Warner (Idaho Youth Soccer
- 5 Association); Andy Phelan (Iowa Soccer
- 6 Association); Gina Pfeifle (South Dakota Soccer
- 7 Association); Ron Schneider (Kansas State Youth
- 8 Soccer Association); Loren Peters (Soccer Maine);
- 9 Dyann Pugliese (Michigan Soccer Association); Dave
- 10 Guthrie (Indiana Soccer Association); Jeff
- 11 Schoonover (Montana Youth Soccer Association);
- 12 Caitlin Carducci (National Women's Soccer League
- 13 (NWSL); Scott Hendren (Arkansas State Soccer
- 14 Association); Mary Arnold (Montana State Soccer
- 15 Association); Ashley Lehr (Youth Commissioner);
- 16 Robert Trudeau (Massachusetts Youth Soccer
- 17 Association); Greg Hutton (US Club Soccer); Cezar
- 18 Wasecki (Adult Commissioner); Jim McCarthy
- 19 (Missouri Youth Soccer Association); John Snyder
- 20 (Tennessee State Soccer Association); Donald Wine
- 21 (Fan Council); Eddit Henderson (US Club Soccer
- 22 Adult); Marla Messing (Board of Directors); Marvin
- 23 Bishop (North Carolina Youth Soccer Association);
- 24 Meg Munson (Vermont Youth Soccer Association);
- 25 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
- 5 Hampshire Soccer Association); Mike Cullina (US
- 6 Club Soccer); Christa Mann (Major League Soccer
- 7 (MLS); Lu Aprigliano (New Jersey Soccer
- 8 Association); Chris Kessell (West Virginia Soccer
- 9 Association); Chad Reed (Delaware Youth Soccer
- 10 Association); Dan Broome (American Amputee Soccer
- 11 Association); Bill Phillips (Virginia Youth Soccer
- 12 Association); Matthew Winegar (AYSO); Dan King
- 13 (Wyoming Soccer Association); Alex Para (US
- 14 Futsal); Chaz Ballish Regueiro (Alaska State Soccer
- 15 Association); Gerhard Mengel (Life Member); Alvaro
- 16 Garcia-Velez (Wisconsin Youth Soccer Association);
- 17 Bobby Riggs (Kansas State Soccer Association);
- 18 Lorand Csibi (Ohio Soccer Association North); David
- 19 Altesleben (Michigan Soccer Association); Lisa
- 20 Carnoy (Board of Directors); Joe Burger (Kansas
- 21 State Youth Soccer Association); Gloria Rodriguez
- 22 (Texas State Soccer Association South); Fritz Marth
- 23 (Adult Commissioner); Richard Groff (Life Member);
- 24 Michael Karon (Board of Directors); Jonas Hart
- 25 (Vermont State Soccer Association); John Motta

- 1 (Board of Directors); Felipe Mendez (Washington
- 2 Youth Soccer); Joel Nash (USL Super Y League);
- 3 Becky Sauerbrunn (Athletes Council); Thomas Faro
- 4 (Michigan State Youth Soccer Association); Jess
- 5 Yeager (New Jersey State Youth Soccer Association);
- 6 Jeff Ruebel (Colorado Soccer Association); Jim
- 7 Kuntz (Youth Commissioner); Doug Jackson (Alabama
- 8 Soccer Association); Josh Krusewski (Connecticut
- 9 Junior Soccer Association); Thomas Chapman (Ohio
- 10 Soccer Association North); Steven Dinote (US Armed
- 11 Forces Sports Council); Nicole Barnhart (Athletes
- 12 Council); Niccolo Calabro (Florida State Soccer
- 13 Association); Lori Lindsey (Athletes Council);
- 14 Derrick Weyand (US Armed Forces Sports Council);
- 15 Patrick Switzer (New Mexico Youth Soccer
- 16 Association); Alecko Eskandarian (Major League
- 17 Soccer (MLS); Liz Dalton (National Women's Soccer
- 18 League (NWSL); Todd Lockhart (Youth Commissioner);
- 19 Chris Ahrens (Athletes Council); Claudella Wright
- 20 (Texas State Soccer Association South); Bohdan
- 21 Porytko (EDP Adult); Geoff Vandeusen (United Soccer
- 22 Coaches); Debbie Yarborough (Arizona State Soccer
- 23 Association); Liam O'Connell (USL Super Y League);
- 24 Karissa Richardson (Minnesota Soccer Association);
- 25 Brianna Pinto (Athletes Council); Smith Hunter

1 (Athletes Council); Steve Votolato (Soccer Rhode
2 Island); Matthew Mercer (Oklahoma Soccer
3 Association); Jon Hagen (Washington State Soccer
4 Association); Gus Bender (Illinois Youth Soccer
5 Association); Hank Des Bordes (Life Member); Mario
6 De Paola (New Jersey Soccer Association); Kris
7 Zander (Kentucky Youth Soccer Association); Doug
8 Ryan (AYSO); Juan Uro (Board of Directors); Tim
9 Turney (Board of Directors); John Prutch (NISA);
10 Curtis Regruit (New York State West Youth Soccer
11 Association); Bill Bosgraaf (Utah Soccer
12 Association); Ashlee Fontes-Comber (United Soccer
13 Coaches); John Ruffolo (Ohio Soccer Association);
14 Andy Weiss (Massachusetts Adult State Soccer
15 Association); Randy Karg (Arizona Youth Soccer
16 Association); Rocky Halterman (WPSL Adult -
17 ALTERNATE); Margie Close (AYSO); Dave Laraba (West
18 Virginia Soccer Association); Rennae Ross (New
19 Mexico Youth Soccer Association); Cindy Cone (Board
20 of Directors); Yael Averbuch (Athletes Council);
21 Oguchi Onyewu (Athletes Council); Roy Carlson
22 (California State Soccer Association-South); Jim
23 Keller (Wisconsin Soccer Leagues); Kai Velmer
24 (Florida Youth Soccer Association); John Ruzan
25 (Arizona Youth Soccer Association - ALTERNATE); Tom

- 1 Sowinski (Youth Commissioner); Lance Calloway
- 2 (Washington State Soccer Association); Doug Wood
- 3 (Soccer Association for Youth); Howard Rubenstein
- 4 (Life Member); Kendra Halterman (WPSL Adult); John
- 5 Oliver (Alaska State Youth Soccer Association);
- 6 Melanie stafford (Nevada State Youth Soccer
- 7 Association); Marty Mankamyer (Life Member); Nathan
- 8 Mayer (US Power Soccer Association); Rob Andrews
- 9 (United Futsal); Sofia Hernandez (South Carolina
- 10 Soccer Association); Shonna Schroedl (Adult
- 11 Commissioner); Deivis Hernandez (South Carolina
- 12 Soccer Association); Paul Scherer (Idaho State
- 13 Soccer Association); Amanda Vandervort (United
- 14 Soccer Leagues (USL); Yvonne Lara (AYSO); Nelson
- 15 Akwari (Athletes Council); Renata Lawson (Utah
- 16 Youth Soccer Association); Chris Christofferson
- 17 (Life Member); Lynn Williams (Athletes Council);
- 18 Tim Barron (Alabama Soccer Association); Paula
- 19 Hildman (Kentucky Soccer Association); Anne
- 20 Braghero (Oregon Adult Soccer Association); Laura
- 21 Collins (North Carolina Adult Soccer Association);
- 22 Mike Edwards (Life Member); Andre Akpan (Major
- 23 League Soccer (MLS); Jeanne Smith (Texas State
- 24 Soccer Association South); Anna Monteiro (Fan
- 25 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
- 4 Soccer Association); John Gyekenyesi (Ohio Soccer
- 5 Association North - ALTERNATE); Lori Stoneburner
- 6 (Alaska State Soccer Association); Court Jeske
- 7 (United Soccer Leagues (USL); Richard Moeller
- 8 (Board of Directors); Gary Buete (US Club Soccer);
- 9 Hank Steinbrecher (Life Member); Carlos Bocanegra
- 10 (Athletes Council); Burton Haimen (Life Member);
- 11 Janet Campbell (North Texas Soccer Association);
- 12 James Martella (Youth Commissioner); Stephanie
- 13 Savino (Major League Soccer (MLS); Hans Pauling
- 14 (South Carolina Youth Soccer Association); Jennife
- 15 Pfeiffer (Alabama Soccer Association); Peggy
- 16 Polley-Grizzle (Kentucky Soccer Association); Samir
- 17 Yasa (Indiana Soccer Association - ALTERNATE);
- 18 Anastasia Danias (Major League Soccer (MLS); Fredis
- 19 Guerreros (Asociacion Nacional de Futbol en Estados
- 20 Unido; Corinne Moya (California Soccer Association
- 21 North); Beca Taha (Oregon Adult Soccer
- 22 Association); Brian Catrine (US Youth Futsal);
- 23 Robert Contiguglia (Past President); Thomas Moore
- 24 (California Soccer Association North); Brett
- 25 Hurwitz (Adult Board); Cobi Jones (Athletes

1 Council); Jake Edwards (United Soccer Leagues
2 (USL); James Sadowksi (Metropolitan DC-VA Soccer
3 Association); Andy Price (AYSO Adult); Alex Morgan
4 (Athletes Council); Samuel Cohen (North Carolina
5 Adult Soccer Association); John Collins (Board of
6 Directors); Anthony Falcone (Maryland State Soccer
7 Association); Robert LaVielle (Adult Commissioner);
8 Brian Smith (Utah Youth Soccer Association); Patti
9 Hart (Board of Directors); Matt Freese (Athletes
10 Council); Alan Rothenberg (Past President);
11 Francisco Marcos (Life Member); Harmony Smith
12 (Texas State Soccer Association South); Stephanie
13 Cleaves (UWS Adult); Frederic Apcar (Nevada State
14 Soccer Association); Gloria Faber (New Mexico Youth
15 Soccer Association); Mikey Lopez (Athletes
16 Council); Lisa Hulshizer (Wyoming Soccer
17 Association); Sean Esker (Louisiana Soccer
18 Association); Jim Bollinger (Eastern Pennsylvania
19 Soccer Association); Robin Runstein (Oregon Adult
20 Soccer Association); Ali Krieger (Athletes
21 Council); Jeff Sommer; Carlos Cordeiro (Past
22 President); Nick Perera (Athletes Council); Yan
23 Skwara (UPSL Adult); Megan Wharton (Athletes
24 Council); Brad Guzan (Athletes Council); Mike Hogan
25 (Georgia State Soccer Association); Dimitrios

1 Efstathiou (Major League Soccer (MLS); Jonathan
2 Tshiamala (Major League Soccer (MLS);
3 Kevin Anderson (Maryland State Soccer Association);
4 Kevin Hensley (Athletes Council); Brett Luy (United
5 Soccer Leagues (USL); Scott Snyder (AYSO); Sean
6 Boyle (Athletes Council); Danielle Slaton (Athletes
7 Council); Donna Langdon (North Carolina Adult
8 Soccer Association); Richard Dixon (South Carolina
9 Soccer Association); Joel Dragan (Florida Youth
10 Soccer Association); Adrienne Barber (Major League
11 Soccer (MLS); Jaime Garzon (US Blind Soccer
12 Association (USABA); Eddie Loyola (Florida State
13 Soccer Association); Kim Smith Talley (Florida
14 State Soccer Association); Lindsay Tarpley Snow
15 (Athletes Council); Nick Radu (Michigan Soccer
16 Association); Renauldo Millsap (Mississippi Soccer
17 Association).

18 That completes the report.

19 Please accept my apologies for name pronunciations.

20 MR. FIKE: Thank you, Siri. So I

21 just did want to recognize there were a few people

22 who weren't able to cast their vote, although I

23 think some of these people might have gotten said

24 before. We may have just missed your name.

25 Marley Wilson from CYSA

1 Association, I don't know if that's North or
2 South; Jeff Ruebel who I think was mentioned for
3 Colorado Soccer Association; Laura Halfpenny from
4 Georgia Soccer Association; Don Garber from the
5 Board of Directors; and Dr. Pete Zopfi from the
6 Board of Directors are also logged into the
7 platform.

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

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

22 He had requested that the order
23 of the agenda, which is advisory at this point, be
24 adjusted so that the presidential election would
25 be held next before we complete handling the

1 budget. That motion has been seconded and the two
2 seconders are here live and will come up to the
3 Chair to announce their second.

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

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

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

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

19 THE PARLIAMENTARIAN: There was an
20 objection. Okay. There are two objections to the
21 Credentials Report. Credentials Report,
22 therefore, needs to be voted on in order for it to
23 be approved and then after the Credentials Report
24 is addressed we will then deal with the order of
25 the agenda issue. We need to take a vote on

1 approval of the Credentials Report. I'm going to
2 pass it to Siri Mullinix at this point on behalf
3 of the Credentials Committee to take the vote.

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

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

11 THE PARLIAMENTARIAN: Thank you.
12 I've been asked to clarify the issue of objections
13 to general consent. When we ask for general
14 consent and there is an objection, it means that
15 the person does not want to approve the matter at
16 hand, which, in this case, was the Credentials
17 Committee Report by general consent and without
18 taking a vote.

19 The objection means I want to
20 take a vote. It doesn't -- the person who is
21 asking or stating the objection it's understood
22 that the reason is because they want to vote at
23 that point. So that's the -- explaining the
24 procedure we go by and why people have an
25 objection. At that point, it's a moot point

1 because it just means you want to go forward to a
2 vote.

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

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

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

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

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

25 We've also had some questions

1 about how we're voting. You have to vote based
2 upon the Credentials Report as reported in order
3 to approve the Credentials Committee Report. At
4 this time, we've taken the vote and we are now
5 ready to post the results. The results should be
6 posted now. Thank you.

7 PRESIDENT CONE: It passed.

8 MR. FIKE: Thank you. It passed.

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

12 THE PARLIAMENTARIAN: Thank you.

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

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

1 now about to start the presidential election.

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

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

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

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

22 THE PARLIAMENTARIAN: Welcome back.
23 Thank you. We are now ready for the presidential
24 speeches. Mr. Cordeiro is ready and will now have
25 five minutes to speak to address the assembly.

1 Mr. Cordeiro, please go forward.

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

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

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

24 In recent months, many of you
25 shared your concerns about the Federation. Many

1 of you have felt ignored and marginalized. I hear
2 you. It's time to heal our Federation and to look
3 to the future and I'm ready to do my part to reach
4 out and to build bridges.

5 I believe the years ahead can be
6 the most exciting in the history of soccer in
7 America and I believe we can work together on
8 three major opportunities. First, we have to make
9 our governance more inclusive. I will listen, I
10 will consult with you because in a Federation as
11 big and diverse as ours, everyone matters.
12 Everyone has value and everyone should have an
13 equal opportunity to lead.

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

20 Let's also bring a Women's World
21 Cup to the U.S. I helped win the bid for '26 and
22 I'll be relentless in this bid as well. Two World
23 Cups, just imagine the excitement the new players
24 and fans it will bring in from the grassroots to
25 the Professional Leagues. It will transform

1 soccer in America for decades to come.

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

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

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

25 In short, we can achieve a bold

1 new goal doubling the ranks of our players,
2 coaches and referees by the end of the decade. I
3 know we can do it and as we do we need to take
4 action to prevent abuse and protect the health and
5 safety of every player at every level.

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

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

22 THE PARLIAMENTARIAN: Thank you.
23 And now we are ready for the next speech from our
24 current President. I call Cindy Parlow Cone
25 forward and she will be able to address you up to

1 five minutes at this time.

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

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

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

18 Now, I won't say we solved every
19 problem during my time leading the Federation, but
20 we've made significant progress under my
21 leadership and now is the time to look forward,
22 not back. Now is the time to continue moving
23 forward as a united Federation, to continue
24 regaining the trust of our fans, our players, our
25 members and the public, to continue building and

1 growing revenue streams with partners old and new
2 to ensure the financial health of the entire
3 Federation, to continue growing soccer from the
4 ground up so we can showcase our incredible game
5 through our most important opportunity in 30
6 years - hosting the 2026 Men's World Cup.

7 The progress we have made over
8 the last two years, despite the pandemic directly
9 overlapping with my time as President, has not
10 gone unnoticed in the soccer world and beyond. We
11 have regained trust and credibility with our
12 business partners, we have inked a new media
13 rights deal, we have settled high-profile, costly
14 litigation, we have signed the largest sponsorship
15 deal in U.S. Soccer history with more to announce
16 in the coming days.

17 This positive momentum has
18 tangible effects on the credibility and financial
19 well-being of the entire Federation. Notably,
20 some of our most important sponsors and partners
21 have gone so far as to say that their future
22 support of U.S. Soccer is contingent on this
23 continued progress.

24 I know that sometimes the issues
25 that dominate the headlines may feel far away from

1 the realities of the grassroots game, but the
2 truth is that these varying priorities have never
3 been more interconnected, especially as we look
4 ahead to '26. The goals and immediate needs of
5 our membership are vast and varied, just like our
6 membership itself.

7 I have always believed that
8 those diverging and intersecting perspectives are
9 one of our greatest strengths and I hope to
10 continue to find ways to build coalitions across
11 our game so we can all work together to grow the
12 sport for the long-term.

13 Despite our diverse viewpoints
14 at the end of the day, we are all on the same team
15 and are working to grow our game to make it better
16 for everyone. Even though we have made great
17 progress over the last two years, we still have
18 important work ahead of us if we are going to
19 achieve the goals that we have set forth and many
20 other goals yet to come.

21 We have to expand access to the
22 game at all levels and ensure more kids and adults
23 are choosing soccer and getting on the field no
24 matter what form that takes. We must help our
25 Youth, Adult and Professional Leagues grow. We

1 must remain laser focused on increasing diversity,
2 equity, inclusion and belonging initiatives and we
3 must make sure that hosting the World Cup in '26
4 grows the game at all levels.

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

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

14 THE PARLIAMENTARIAN: Thank you.
15 We've heard from both of the candidates at this
16 point and we are ready to vote. For President,
17 for a four-year term, there are two candidates and
18 the ballots will be queued up shortly. I will let
19 you know when the ballots are ready to be voted.
20 Is it live now? Voting -- voting is now live.
21 Voting will end at 1:11.

22 You are voting for candidates
23 for President for a four-year term. Thank you.

24

25

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

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

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

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

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

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

25 THE PARLIAMENTARIAN: Thank you very

1 much. You should see the results projected at
2 this point. President Cindy Parlow Cone received
3 785.12 percent of the weighted vote. Past
4 President Carlos Cordeiro received 698.26 percent
5 of the number of weighted votes.

6 Therefore, taking the majority,
7 your current President, Cindy Parlow Cone, is
8 re-elected for a four-year term. Congratulations.
9 Cindy, do you wish to address the body at this
10 time?

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

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

23 Our National Teams are young,
24 exciting and full of promise. Our Professional
25 Leagues are at the vanguard driving our sport

1 forward. The grassroots soccer is vibrant,
2 healthy and changing lives every day and we are
3 soon to host at least one World Cup and show the
4 world what we have to offer.

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

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

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

24 Because there is only one
25 nominee for the position, she will be considered

1 to be elected by acclimation; that means a nice
2 round of applause virtually for Patti Hart.
3 Congratulations on being elected as an Independent
4 Director for the U.S. Soccer Board for a
5 three-year term. Thank you very much.

6 At this point, we will now
7 resume with the approval of the budget process.
8 I'm going to ask for a brief break so that we can
9 have our Chief Financial Officer and Chief
10 Operating Officer Pinky Raina come up to the
11 podium.

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

15 THE PARLIAMENTARIAN: Thank you. We
16 are now prepared to go forward with the budget.

17 Prior to that break, we had
18 received several objections to adopting the budget
19 by general consent. At that time, we asked if
20 there were any people who wished to line up to
21 vote -- I'm sorry -- to debate for and against.
22 During the break, no one signed up to vote -- to
23 debate for or against; only people said they
24 wanted to make sure that there was a recorded
25 vote.

1 I will allow a brief period of
2 time in case people at this point wish to debate.
3 Please raise your hand at this time. If I see no
4 hands raised in 30 seconds, we will then go
5 directly to a vote on the budget. Janet Campbell
6 will be recognized to speak as we said before for
7 not more than two minutes. Thank you.

8 MS. CAMPBELL: Yes. Can you hear
9 me?

10 THE PARLIAMENTARIAN: Yes, we can
11 hear you.

12 MS. CAMPBELL: Can you hear me?

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

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

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

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

22 THE PARLIAMENTARIAN: We can hear
23 you. Thank you, Ms. Campbell. We are having some
24 technological difficulties with the projection of
25 your voice. We believe we have now fixed them and

1 you may have two minutes to speak in regard to the
2 budget. Thank you. Please go forward.

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

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

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

24 THE PARLIAMENTARIAN: Thank you.
25 Thank you. We have another hand raised by Andrew

1 Marion. Mr. Marion will be recognized to speak
2 for two minutes. Thank you very much. Andrew,
3 thank you very much. Andrew Marion had his hand
4 raised next. He will be recognized to speak for
5 not more than two minutes. Thank you.

6 MR. MARION: Yes, I just want to
7 point out and make sure everyone understands that
8 the Fiscal '23 budget that is given as a deficit
9 of \$30 million does not include any effect of the
10 proposed \$24 million settlement with the Women's
11 National Team. So the budget could be much more
12 of a deficit than what is given now, but that's
13 all. I just wanted to make that comment. Thank
14 you.

15 THE PARLIAMENTARIAN: Thank you very
16 much. There is a hand raised identified only as
17 iPhone. You're requested to identify yourselves.
18 If iPhone, with the hand raised, wishes to speak
19 at this time, we'll open the mic for that person,
20 but that person must first identify him or herself
21 by name and by association and then will be
22 allowed two minutes to speak.

23 MR. GUTHRIE: This is Dave Guthrie
24 from Indiana. My comments as it relates to the
25 budget are that I understand that the Board of

1 Directors a few years ago decided to invest \$150
2 million of the reserves into U.S. Soccer. The
3 question I have is were there goals and
4 objectives?

5 Were there determined outcomes
6 for that investment and have we monitored those?
7 And here we are five years later. What were the
8 results or what are the results of that investment
9 and in looking at where our investment is
10 currently, our future is in the youth side of the
11 game.

12 Those kids who are currently
13 playing the youth game are going to be our future
14 National Team players and we have invested very
15 few dollars in our future.

16 It seems to me that those
17 reserves should have been invested -- or a good
18 portion of them should have been invested in our
19 future. So I will ask the Board, urge the Board
20 to take a look, what did happen with that
21 investment, what kind of a social return, what
22 kind of a performance return or what kind of a
23 return do we get in growing the game and if you're
24 not satisfied with the results, then I suggest
25 that you look at investing in the future going

1 forward. Thank you.

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

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

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

22 In relation to the other
23 question about the five-year plan and the goals, I
24 wasn't here when the five-year plan was put
25 together, but I will tell you the last two years

1 the Federation has gone through challenging times
2 going through COVID.

3 When the five-year plan was put
4 together, could we have anticipated COVID? No.
5 Could we have anticipated the last two years? No.
6 Could we have anticipated the litigation? No.

7 So I would say keep those things
8 in mind and I know the Budget and Finance
9 Committee is committed to developing a five-year
10 plan. It is in your Book of Reports. So it is a
11 commitment of the Board, it's a commitment of the
12 Budget and Finance Committee and it is something
13 we're going to work on. That's our number one
14 priority for this year. So you will have that
15 five-year plan this year. Thank you.

16 THE PARLIAMENTARIAN: Thank you.
17 There is one more hand raised at this point John
18 Collins. The Chair recognizes Mr. Collins.

19 MR. COLLINS: Hi. Can you hear me?

20 THE PARLIAMENTARIAN: We can hear
21 you at the Chair.

22 MR. COLLINS: So I'm trying to
23 speak. I don't know if I can be heard or not.
24 The question is Pinky just indicated that the
25 settlement is paid out -- it's to occur over

1 years, but it's my understanding that U.S. Soccer
2 is an accrual basis accounting system and that
3 means it would be recognized in the year it
4 occurred. So it would not be --

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

8 MR. COLLINS: I think I am muted.
9 Is that better?

10 MS. RAINA: So I heard part of it.
11 John Collins, I wanted to say what I was
12 mentioning the \$24 million settlement what I was
13 actually trying to point out to you was what it
14 would do to our reserves.

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

21 The other thing I wanted to
22 point out is the Board approved the budget with
23 unanimous consent knowing that the settlement was
24 not factored in. It was some of the language that
25 I had shared with the Board as they were looking

1 to approve the \$30 million deficit. So this was
2 something that was always known and, again, it's
3 not something new for this year.

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

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

22 THE PARLIAMENTARIAN: I think at
23 this point we have received a number of comments
24 and questions on the budget and I believe that we
25 have no further hands raised in the queue and,

1 therefore, it will be time to take a vote on the
2 budget.

3 The issue before the body is the
4 approval of the budget. It takes a majority vote.
5 We have another question.

6 MR. MOELLER: Can you hear me?

7 MS. RAINA: We can hear Richard
8 Moeller.

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

17 Please let me know when the vote
18 is ready for the members. The vote is now live.
19 You have until 1:52 to vote.

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

23 THE PARLIAMENTARIAN: You have --
24 you have a live vote at this time and members have
25 until 1:52 to vote.

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

4 THE PARLIAMENTARIAN: Thank you.
5 The vote is now closed and we're waiting for the
6 results of the voting to be verified. Thank you.
7 The results are now in.

8 You can see them projected on
9 your screens. There are 923.54 weighted votes in
10 favor and 284.18 weighted votes opposed. The
11 affirmative have it and the budget is adopted.
12 You now have a budget.

13 MS. RAINA: Thank you.

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

18 MR. FIKE: Thank you, Mike.

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

24 We'll definitely try to
25 recognize you if you wish to speak on any of these

1 things, but I just want to make sure you have an
2 opportunity to speak, but I also want to be
3 respectful of everyone's time to move this
4 forward.

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

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

17 Hearing no objections, the
18 membership of United Premier Soccer League, the
19 full membership of United Premier Soccer League is
20 approved by general consent. Congratulations on
21 becoming a National Affiliate of U.S. Soccer.
22 Thank you.

23 The next item of business on the
24 agenda are the bylaw amendments as proposed in
25 your bylaw book. Included in your Book of Reports

1 in Section 10 are a series of bylaw amendments.
2 As required by Bylaw 802, all the proposed
3 amendments have been reviewed by the Rules
4 Committee and the reports are included in the Book
5 of Reports. We will now proceed to the
6 consideration of the proposed bylaw amendments.

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

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

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

22 The Rules Committee recommended
23 that the following language be added to the bylaw
24 that no -- added back to the bylaw as proposed.
25 No elected officer may receive compensation from

1 the Federation except for reimbursement of
2 expenses, compensation as a player on the National
3 Team or as otherwise provided with these bylaws.

4 The Rules Committee also
5 proposed a clarification into the amendment
6 proposed by the Athletes Council. Specifically,
7 they wanted to include within the language that it
8 be prorated and the language would now read as
9 proposed -- as recommended by the Rules Committee
10 that the President will receive an annual salary
11 of \$125,000 prorated based upon the time served
12 from the Federation for services provided as
13 President for each calendar year they're in office
14 to be paid based upon the Federation's normal
15 payroll.

16 Additionally, the President will
17 be entitled to the benefits package offered to the
18 current executives of the United States Soccer
19 Federation. The Rules Committee rationale is
20 printed in the Book of Reports in Bylaw Section 10
21 Subsection B. The question is on adoption of the
22 proposed amendment as found in the Book of
23 Reports.

24 Is there any discussion? Janet
25 Campbell, I see you have your hand raised in the

1 Zoom. Please speak.

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

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

7 THE PARLIAMENTARIAN: It's from the
8 Rules Committee.

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

15 PRESIDENT CONE: It is.

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

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

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

25 MR. FIKE: Janet, I understand

1 there's a delay. We didn't quite catch your
2 comment. You may have heard it in the Zoom. I
3 would like to make sure that I hear it. I
4 apologize for cutting you off. So, Janet
5 Campbell, you have the floor.

6 MS. CAMPBELL: Okay. I'm not sure
7 if anyone can hear me or not. This is very
8 frustrating, but I would like to speak against
9 this amendment. I hope that it does not pass.
10 There are several issues with this. This is --
11 there are several --

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

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

1 raises an issue.

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

11 There was one that has an
12 honorarium of \$15,000 for the President and \$7,500
13 for each Board director. That is a honorarium.
14 \$125,000 is far more than an honorarium. So I
15 would speak against this and say we should be in
16 line with the rest of the NGBs in the USOPC.

17 MR. FIKE: Can you go back to me?
18 Thank you, John, for your comments. I know Curtis
19 Regruit from New York State West has posted
20 several things in the chat. Specifically, do we
21 have a benchmark of what other similar Federations
22 do?

23 I think John Collins actually
24 just addressed that question and paying the
25 President with benefits may lead him or her to be

1 an employee of the Federation, which might lead to
2 a variety of issues and Mr. Regruit also commented
3 that the paid position should -- the job
4 description should be updated and more specific in
5 who would evaluate performance or, if passed, this
6 would likely leave U.S. Soccer open to other Board
7 positions requesting payment and from a budget
8 standpoint, especially at this time, it is
9 difficult to justify.

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

21 MR. GUTHRIE: Dave Guthrie from
22 Indiana. I will speak against the motion. We're
23 a not-for-profit organization, which means that we
24 are a public trust, which means our Board members
25 and, in particular, our officers are trustees.

1 They're there to guard that we protect that
2 contract that we have with the public that allows
3 us to not pay taxes.

4 When you start to pay your
5 executives -- your main Board member you begin to
6 violate non-profit best practices. This is not
7 only a violation of best practices, this is going
8 down the road of bad practice.

9 If we want to remain pure as a
10 not-for-profit, then we need to vote down this
11 bylaw because the justification that was offered
12 that the position requires a lot of time I would
13 suggest to you that our clubs, the tens of
14 thousands of clubs that are led by presidents are
15 volunteers, probably invest as much time in their
16 workplace as they do in their volunteer job.

17 So I don't know that
18 justification holds true unless we somehow want to
19 pay all the presidents of all our member
20 organizations, which I don't think we're prepared
21 to do. So, again, I urge you to vote down this
22 bylaw proposal.

23 MR. FIKE: Thank you, Dave. I have
24 several other questions in there about conflicts
25 of interest and potential non-profit issues and

1 legal issues that could come up. The Rules
2 Committee did review this and did make a
3 particular comment with either of those. They
4 were aware of those things at the time, but I
5 thank you for those comments in the chat. I think
6 I've heard several cons now.

7 Given that it is a two-thirds
8 requirement, I would move it to a vote unless
9 there are any pros that wish to speak in favor of
10 this bylaw. Claudia -- Claudella, I see your
11 question. I don't quite understand it, but I have
12 been able to hear okay and we have been able to
13 move through this, but not having any other hand
14 raised and any other pros, I don't see any other
15 cons in the chat, I would move that this be --
16 that this move to be -- to a vote.

17 I will recognize that Thomas
18 Faro did make a point and just a question about
19 whether it was in the budget that was just
20 adopted. It was not because it was a proposed
21 amendment. It has not been adopted yet.

22 So let's go ahead and move to a
23 vote. Sorry. Hold on one second. Chris wants to
24 speak on behalf of the bylaw amendment. Chris
25 Ahrens. I recognize Chris Ahrens to come to the

1 Chair.

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

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

17 So if the amount is what makes
18 people uncomfortable, we're open to dialogue
19 around that. You know, hearing people's concerns
20 that has to do with who is going to hold them
21 responsible, who is going to do performance
22 reviews or what is the job description? I would
23 say why aren't we having those conversations now?

24 We don't -- there is no job
25 review. There is no job description. Go look in

1 the bylaws. So I don't know why bringing a
2 monetary amount forward that is certainly a
3 significant amount of money across the country,
4 but still one we think the Federation can handle
5 is spurring this dialogue now.

6 So we'd love to have that
7 dialogue if ultimately the membership feels now is
8 not the time, but we feel the way the position is
9 currently structured it is exclusionary in nature
10 in who can actually come forward and I think we're
11 missing out on some really potentially great
12 candidates that could fill the role for us going
13 forward.

14 Thank you. And, again, I
15 apologize about the wildness that just took place.

16 MR. FIKE: Thank you, Chris. So I'm
17 confirming with Chris that he accepts the
18 proposals of the Rules Committee to amend the
19 bylaw just to make sure. We're voting on that.

20 MR. AHRENS: Yes.

21 MR. FIKE: There was one question
22 about legal issues. There is no specific
23 information. There is no specific prohibition.
24 Chris Ahrens did speak in favor and we were able
25 to hear about it and we had a comment about going

1 to a vote, which is what we're going to go to now
2 for two-thirds vote on Bylaw 401 as amended by --
3 as amended by the recommendation of the Rules
4 Committee. Vote yes in favor and no opposed and
5 it requires a two-thirds vote to pass.

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

8 PRESIDENT CONE: They already
9 answered those.

10 MS. LEETZOW: Okay.

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

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

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

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

21 MR. FIKE: The voting results are
22 posted on your screen. The vote is 58.91 percent
23 of the weighted vote in favor and 38.88 against.
24 There are less than two-thirds in the affirmative
25 and the motion is lost. Bylaw 401 Section 1C will

1 remain unchanged.

2 The next item for consideration
3 is the amendment to Bylaws 401 and 413 proposed by
4 John Collins and Mike Edwards. It is included in
5 your Book of Reports in the bylaws section Section
6 10 Subsection C. The proposal is to reduce the
7 term limits for President, Vice President, reduce
8 service limits for other elected officers, voting
9 members of the Board of Directors and the
10 Independent Directors.

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

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

23 There is a comment in the chat
24 about the previous vote. I will read it because
25 it's been put in the chat. Yes, I understand

1 the -- to be clear, the motion failed which I
2 think you spoke opposed to the motion to approve
3 the previous bylaw.

4 Is there any discussion
5 regarding the current bylaw amendment on the
6 agenda, which is -- or on the floor, which is
7 bylaws -- amendments to Bylaws 401 and 413? Thank
8 you.

9 I'm still live, correct? Thank
10 you. I accept -- John Collins confirms that he
11 accepts the Rules Committee recommendation as a
12 friendly amendment. So those will be reflected on
13 what you're voting on which will include the Rules
14 Committee recommendation. So you'll be voting on
15 the bylaws proposed as amended.

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

21 MR. COLLINS: Greg, given the
22 technical difficulties, I was raising my hand just
23 to let you know that I accepted the Rules
24 Committee. You know, since I'm now speaking, I
25 will note that I make this proposal for the sake

1 of what I believe is good governance.

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

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

18 MR. FIKE: Thank you, John. I think
19 in order Dave Guthrie from Indiana Soccer
20 Association wishes to speak in favor of the
21 proposed bylaw amendment, which for clarification
22 before Dave Guthrie speaks is the bylaw amendment
23 to change the term limits bylaws as identified in
24 your Book of Reports, which is Bylaws 401 and 413
25 as proposed by John Collins and Mike Edwards in

1 accepting the amendment of the Rules Committee,
2 the suggested amendments of the Rules Committee.

3 Dave Guthrie, you are
4 recognized.

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

8 Is this the appropriate time to
9 speak to that?

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

14 MR. GUTHRIE: Okay. Thank you.
15 Indiana would speak in favor of the motion.
16 Earlier, I mentioned best practices. If we follow
17 best practices for good governance, you want
18 turnover in your leadership in order to keep fresh
19 as John Collins mentioned. It also gives you an
20 opportunity -- or actually forces you to cultivate
21 new leadership.

22 You have folks that stay on
23 forever, if you look around the room and see folks
24 that have been on way too long, we need to ensure
25 that we have term limits. We need to leave a

1 legacy for those players and leaders and
2 volunteers coming up behind us to ensure that we
3 have a fresh Federation moving forward. So I
4 speak in favor of the motion.

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

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

11 MR. FIKE: Yes, I can hear you.

12 MR. URO: Greg, can you hear me?

13 MR. FIKE: Yes, I can hear you.

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

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

1 a lack of rotation. I think we have exactly the
2 opposite.

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

10 Number three, if we want to
11 tackle issues from a Board perspective that are
12 really important, I think we should tackle
13 diversity and inclusion because if you put aside
14 the Athletes Council representation of the
15 independent -- the independent representation, I
16 think most of the issues that this Board has is
17 not tenure because now they're three years, it's
18 lack of diversity of the other, you know, members
19 and the point I'm going is I think it's a task
20 force of which John Collins is participating and I
21 think the Board goal was to empower that task
22 force on what appropriate governance was.

23 So while I appreciate best
24 practice, it is not an issue in solving the
25 diversity issues that are really the issue. I

1 think the task force is probably a more
2 appropriate way to attack, you know, what should
3 be the right governance proposals going forward.

4 Thanks.

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

8 Hearing no -- seeing no other
9 hands raised or information in the chat, I think
10 we're ready to move this question to a vote.
11 Again, the question is on the adoption of the
12 proposed amendments to Bylaws 401 and 413 as
13 amended, the friendly amendment from the Rules
14 Committee, and is found in the Book of Reports in
15 Bylaw Section 10 Subsection C.

16 The motion requires a two-thirds
17 vote for adoption and the vote will be taken
18 electronically. Are you ready for the question?
19 Ms. Mullinix, please proceed with the vote.

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

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

25 MR. FIKE: Thank you. Voting is now

1 closed. We will be verifying the results and be
2 back with you shortly. Thank you.

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

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

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

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

24 The question is on the adoption
25 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

1 policies modified by the Board in the past year
2 found in Section 11 of the Book of Reports.

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

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

21 All those in favor or opposed to
22 the motion, please vote now using the voting tool.
23 Voting is now live. It will close at 2:48. Again
24 as a reminder, this is a simple majority vote.

25

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

4 MR. FIKE: Voting is now closed. We
5 will be verifying the results and back with you
6 shortly. Thank you. The results are on the
7 screen. The vote is 1,023.86 in the affirmative.
8 Therefore, there is a majority in favor and the
9 Board's amendments to Policy 212-3 are affirmed.
10 Policy 212-3 as amended by the Board will remain
11 in effect.

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

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

24 You can keep me live. I'll wait
25 ten more seconds for any comments. The Chair

1 recognizes Mr. Sadowski from Metropolitan D.C.
2 Virginia to speak on Zoom.

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

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

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

22 This motion requires a majority
23 vote for adoption and the vote will be taken
24 electronically. Ms. Mullinix, please proceed with
25 the vote.

1 Mr. Snyder -- it looks like
2 there is one more question. I recognize if you
3 want to speak via Zoom or speak via chat.
4 Mr. Snyder, can you put your comment in the chat?

5 Sorry.

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

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

20 The vote is live. 2:57 is when
21 the votes will end. All those in favor or opposed
22 to the motion please vote now in the voting tool.

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

1 MR. FIKE: The vote is closed. We
2 will verify the results. We will try to have
3 these back to you as quickly as possible.

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

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

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

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

16 See you all in San Diego next
17 year. Thank you and stay tuned for the rolling of
18 the Good -- for the Good of the Game comments.
19 Thanks, everyone. Meeting adjourned.

20 (Whereupon the meeting
21 was adjourned at 2:59
22 p.m.)

23

24

25

1 REPORTERS CERTIFICATE

2

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

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

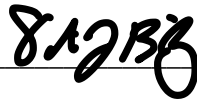
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Steven J. Brickey, RMR, CRR
CSR No. 084-004675

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