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PROCEEDINGS

UNITED STATES SOCCER FEDERATION
NATIONAL COUNCIL MEETING

Hilton Bayfront Hotel
San Diego, California

March 18th, 2023
8:05 a.m. - 10:18 a.m.

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1 PRESIDENT CONE: What a great video.
2 On behalf of everyone at U.S. Soccer, welcome to
3 San Diego and our Annual General Meeting. Thank
4 you for joining us today.

5 I hereby call our National
6 Council Meeting to order. It's so wonderful to
7 see people from every state across the country at
8 our first in-person National Council Meeting since
9 I became president. One reason why I love our
10 sport so much is because it brings people
11 together, and we are all here for the same
12 reason - our love of the game and our aim to
13 continue to grow and develop it at every level.

14 Before we get going, a special
15 thanks to San Diego and Southern Cal for hosting
16 us. The sun is finally out. When I got here, it
17 was nice and rainy. Cal South President Cindy
18 Quan and AYSO President Mike Karon, it's a
19 pleasure to be hosting our AGM here in your area
20 and thank you for all your work in the lead up.

21 Before we get into the main part
22 of our meeting today, I'd like to take a moment to
23 thank a number of people within our sport. First,
24 we are delighted to have a number of our
25 distinguished Life Members with us here today.

1 Their devotion to soccer and the Federation has
2 helped us to get to where we are today.

3 Life Members, if you are able,
4 please stand up or raise your hand and accept our
5 appreciation.

6 While they couldn't be here with
7 us today, I'd also like to say thanks to our
8 friends at FIFA and CONCACAF, both of whom I know
9 are watching from afar. And a huge thanks to our
10 entire U.S. Soccer staff for their diligent and
11 tireless work, not only in putting together this
12 weekend's events, but for all the efforts
13 throughout the year. I can't say it enough, but
14 our staff is amazing, and I appreciate everything
15 they do to help us continue to grow the sport in
16 this country. I truly love working with each and
17 every one of them.

18 Speaking of our staff, I want to
19 welcome our new CEO JT Batson to his first AGM.
20 As you all know, JT started a little over five
21 months ago and has already done a great job for
22 us. Welcome to the team, JT.

23 And to all of us on the stage,
24 our Board, thank you for all the time, energy and
25 effort you have put in over the past year.

1 Together, we have accomplished a lot. Thank you.
2 It was so great to see all of you at the various
3 meetings yesterday and at the welcome event. How
4 great was that welcome event? Yeah, Mel Radke.
5 Great job.

6 MS. RADKE: That was Alex.

7 PRESIDENT CONE: And Alex. We have
8 a ton on our agenda today. So let's get right to
9 it. The past year we lost a number of those
10 within our soccer family, people we all care for
11 deeply and will always hold close to our hearts.
12 Please stand, if you are able, for a Moment of
13 Silence as we remember and honor the friends and
14 members of our soccer family who left us this past
15 year.

16 (Whereupon, a Moment of Silence
17 took place.)

18 PRESIDENT CONE: Thank you. Now,
19 I'd like to call up Siri Mullinix for the
20 Credentials Committee Report. Come on up, Siri.

21 MS. MULLINIX: I was just trying to
22 make sure I got as much time as I got last year so
23 I wanted to enter from the rear.

24 Thank you, Cindy. Good morning.
25 After two years of virtual meetings, it is great

1 to be back in the same room with everyone today.
2 Before I present the Credentials Report, I would
3 like to take a minute and thank a handful of
4 people who have spent countless hours over the
5 last few months preparing for today's meeting and
6 vote.

7 First, I'd like to thank the
8 members of the Credentials Committee: Kathy, Bob,
9 Diane, Jonathan and Megan. Thank you. And also a
10 big thank you to the staff at U.S. Soccer on
11 behalf of myself and the Credentials Committee.
12 Their hard work has made the process flow smoothly
13 and efficiently. So Melissa, Greg, Mike, Raj,
14 David, Caitlin, I'm sure there's a few more that
15 work from behind the scenes, thank you very much.

16 You can scroll forward further.
17 All right. Sorry about that. Just to remind
18 everyone, the role of the Credentials Committee is
19 to establish a uniform procedure for submitting
20 and certifying votes. Before -- the committee is
21 made up of one representative from each council in
22 addition to myself and co-chair Bob Kepner.

23 U.S. Soccer bylaws regarding
24 composition of voting lays out the structure we
25 must follow in preparation for a vote and define

1 who qualifies as a delegate of the National
2 Council. As you are aware, the National Council
3 consists of the Youth, Adult, Pro and Athletes
4 Council, as well as individual members which
5 include Board of Directors, Life Members, Past
6 Presidents and Other Members and Affiliates.

7 Under Bylaw 302, only -- an
8 individual is only eligible to vote in one
9 capacity. For any National Council Meeting, a
10 delegate of an organization member may not cast a
11 vote to exceed 2 percent of the total votes
12 eligible to be cast. The exception is the
13 Athletes Council.

14 Based on Bylaw 302, and the
15 amendments passed in October of 2021, total votes
16 available to be cast is now set at 1,500. Equal
17 voting strength must be provided to the Youth,
18 Adult and Pro and each will receive 20 percent of
19 the total allocated vote, which is 300.

20 The Athletes Council voting
21 strength is 33 percent and the total allocated
22 vote is 500. The weight of each vote cast is
23 determined by a multiplier. We also have the
24 individual members voting, which include the Board
25 of Directors, Life Members, Past Presidents and

1 Sustaining Members, which are entitled to one vote
2 for each registered delegate.

3 Last, the delegates from Other
4 Members, which include Other Affiliates, National
5 Affiliates, Indoor Professional Leagues, Disabled
6 Service and Associate Members, all those members
7 have a voting strength equal to 100 less the total
8 number of delegates from the individual members.
9 The weight of each vote cast is also determined by
10 a multiplier.

11 Okay. Now for the report. And
12 we do have a quorum today. We will be conducting
13 roll call visually this morning. The slides on
14 the screen recognize all the organizations and
15 delegates registered to vote today. So please pay
16 close attention as we go through them.

17 The Youth Council, 295. Okay.
18 Next, we will move to the Adult Council, 178.
19 Next is the Pro Council, 18. Moving on to the
20 Athletes Council, 7. Individual members, 28. And
21 Other Members, 23. As we can see in the summary
22 of the Credentials Report, the number of delegates
23 and votes, the voting strength of each council,
24 Individual Members and Other Members and
25 multipliers where needed.

1 If all eligible votes are cast
2 today, the bottom right of the screen displays
3 votes needed to reach a simple majority greater
4 than 750 votes and a 2/3s majority greater than or
5 equal to 1,000.

6 This concludes the Credentials
7 Report for the 2023 National Council Meeting. Do
8 I have a motion to approve the Credentials Report?

9 AUDIENCE: So moved.

10 MS. MULLINIX: Do I have a second?

11 AUDIENCE: Second.

12 MS. MULLINIX: Do I have an
13 objection? Hearing none, the Credentials Report
14 has been approved. As we prepare for the vote, we
15 have two test questions to get familiar with the
16 voting process and the clickers. You will answer
17 by pushing 1 or 2 on the clicker.

18 Being that we are in San Diego,
19 and it is National Women's History Month, I
20 thought it would be fun to ask a few questions
21 about women's soccer in San Diego.

22 Test Question 1. Is this your
23 first time in San Diego? 1, yes. 2, no. Please
24 cast your vote now. 5, 4, 3, 2, 1. Voting is
25 closed. I hope those of you who are here for the

1 first time got to enjoy some of the great things
2 about the water and maybe even the zoo.

3 Test Question 2. The U.S.
4 Women's National Team will play the host country
5 of Australia in their first match of the 2023 FIFA
6 Women's World Cup. 1, true. 2, false. Voting is
7 now open. 5, 4, 3, 2, 1. Voting is closed.

8 Good job. Thank you for your
9 time and approval of the Credentials Report. I
10 will now pass it back to Cindy.

11 AUDIENCE: What was the right
12 answer?

13 MS. MULLINIX: No.

14 PRESIDENT CONE: Thank you, Siri,
15 and thanks for being much speedier this year than
16 you were last year. I think the questions got
17 changed up on you as well.

18 Well, after running for VP -- or
19 President for four years in a row now, it is
20 actually great to be here and not to be stressing
21 about an election. Seriously, though, it has been
22 so great connecting with all of you throughout the
23 year and this weekend. We are making changes at
24 U.S. Soccer to be more membership focused and I
25 really hope you're starting to feel that.

1 I'm really excited about the
2 newly formed Member Advisory Committee, the MAC.
3 This will add another formal pathway for me and
4 the Board to hear from all of you and for our
5 councils to collaborate more. All of you are
6 doing important things in our game. I appreciate
7 everything you do to help grow the sport in this
8 country and to make it better and safer.

9 We all have more work to do.
10 That's for sure. But I'm excited about the years
11 ahead. But before we look forward, I want to take
12 a look back at what we accomplished this year.
13 The Women's National Team, best team in the world,
14 remained number one in the FIFA world rankings.
15 They won the SheBelieves Cup and CONCACAF W
16 Championship qualifying for the Women's World Cup
17 this summer and the Olympics in '24.

18 The Men's National Team had
19 quite a year; qualifying for the World Cup, they
20 performed quite well at the World Cup and provided
21 us a glimpse of what the future holds. We had one
22 of the youngest squads we've ever had at a World
23 Cup earning a win and two draws to advance out of
24 the group, the only team in CONCACAF to do so.

25 While we all would have loved to

1 see better results, we all saw the future is
2 bright for our Men's National Team. And while we
3 celebrated our players' performance at the World
4 Cup last year, no one should forget the impact our
5 American referees made at the highest level in
6 Qatar. What a remarkable achievement by Ismail,
7 Kyle, Kathryn, Corey and Armando, all of whom made
8 the referee community and entire U.S. Soccer
9 family very proud with their performances.

10 Kathryn was one of six female
11 referees selected to officiate in the Men's World
12 Cup for the first time. Not only that, she was
13 part of an all-female crew for the Costa Rica -
14 Germany match, another first, and was one of four
15 appointed to the World Cup final along with our
16 very own Ismail, Kyle and Corey. Come on, guys.
17 That deserves a round of applause. Quite
18 impressive.

19 We're also leading when it comes
20 to Extended National Teams, and now with nine
21 Extended National Teams no other Federation in the
22 world has as many National Teams as we do here at
23 U.S. Soccer. And this past year we hosted more
24 ENT camps than ever before with 34 total,
25 including the first for our Men's and Women's Deaf

1 National Teams since officially joining U.S.
2 Soccer last year. And our CP National Teams
3 continue to impress with our Women's National Team
4 winning their first ever World Cup, while the
5 Men's Team finished fourth in the Men's edition.
6 It's the best ever finish in the tournament.
7 Congratulations.

8 Just a couple weeks ago, JT and
9 I had the pleasure to join the second annual
10 ADAPTandTHRIVE Invitational with five of our
11 National Teams, the Men's and Women's CP team, the
12 Men's and Women's Deaf Team and Power. It was
13 such a fun and incredible experience. And, trust
14 me when I say it, nobody wants JT on your Power
15 Team.

16 On both the girls -- our Youth
17 National Teams continue to be leaders. On both
18 the boys and the girls side, we either won or were
19 finalists in all the CONCACAF titles. So the
20 future is definitely very bright.

21 For our youth and adult
22 organizations, I continue to be impressed by all
23 of you. Your programs are growing and improving.
24 I absolutely loved reading about the Innovate to
25 Grow grants and all the amazing things everyone is

1 doing to grow and increase access to our game. I
2 love that we are changing how people view soccer.
3 All soccer is soccer and it doesn't necessarily
4 have to be played 11 a side played on pristine
5 grass. It can be 2 v 2 in your backyard, futsal
6 in a gym or a parking lot, beach soccer, power
7 soccer and so many more.

8 Everyone at every level with
9 every ability can play our game. Over the past
10 year, we have spent time sharing the top-line
11 insights from our study into why youth minorities
12 are not choosing to participate in our sport. The
13 information and ideas gleaned from those
14 discussion will serve as a foundation for us as we
15 develop an overall action plan around transforming
16 the game to become more accessible, inclusive and
17 diverse.

18 As we continue to be leaders on
19 the field, we are also leaders off the field. A
20 little more than a year ago we agreed to a
21 historic agreement that achieved equal pay,
22 including FIFA World Cup prize money, and set the
23 global standard. And we have already seen the
24 ripple effect of this accomplishment.

25 We have also made important

1 strides in player safety under Danielle Slaton and
2 Mike Karon. We -- not Mike Karon -- Mike Cullina.
3 We are implementing all of Sally Yates'
4 recommendations. Mana Shim, chair of the
5 Participant Safety Task Force, who I think all of
6 you heard from yesterday, has been absolutely
7 incredible building out our approach to ensuring
8 that we are doing everything we can to make
9 everyone who participates in our game as safe as
10 possible. We're looking forward to working
11 closely with all of you to ensure substantial
12 progress continues to be made. Creating
13 meaningful change across the entire soccer
14 ecosystem will improve the game for everyone.

15 On the commercial side, this
16 year as of January 1, marked the start of U.S.
17 Soccer bringing our commercial rights back
18 in-house. And I give a lot of credit to our
19 incredible staff and our Commercial Committee for
20 re-signing one-hundred percent of our sponsors and
21 adding new sponsors as well. This is a real
22 game-changer for U.S. Soccer and for our members.

23 This summer I know we're all
24 looking forward to the Women's World Cup. We have
25 the best team in the world, winners of the last

1 two World Cups and, yes, the competition will be
2 tough, but there is no doubt in my mind that our
3 team will be doing everything they can to add that
4 fifth star.

5 And this summer we will have six
6 officials at the Women's World Cup; Kateryna,
7 Tory, Kathryn, Felicia, Brook and Armando. We
8 can't wait for you to join on the world stage.
9 Although I hope none of them get the final because
10 I want our team playing in the final.

11 As we look to the runway ahead
12 of us and the amazing opportunities to
13 exponentially grow the game with the World Cup in
14 '23 with the Women, the '24 Olympics with both our
15 Men's and Women's team and hosting COPA America in
16 '24.

17 We also have a number of Youth
18 World Cups, plus Beach, Futsal, Deaf, CP and
19 Power, all leading up to the 2026 FIFA Men's World
20 Cup coming to us here in the U.S., Canada and
21 Mexico. With the world's largest sporting event
22 in history on the horizon, we have an
23 unprecedented opportunity ahead of us. It's up to
24 all of us in this room to work together to ensure
25 that we're prepared to maximize our potential

1 every step of the way as 2026 is quickly
2 approaching.

3 As we lean into the 2026 World
4 Cup, we are focused ensuring that everyone that
5 wants to play our game can walk, ride a bike or
6 take public transit to a safe place to play. We
7 want soccer in every elementary, middle and high
8 school and we want our players, coaches, referees
9 to reflect the diversity of our country. And to
10 accomplish these three really large goals, we will
11 need all of your help.

12 I am so fortunate and so honored
13 to serve as your President and excited to work
14 alongside all of you to capitalize on the moment
15 we have created as we fully dive into one of the
16 greatest periods of opportunity for our sport in
17 this country over the next decade. And I know the
18 next person coming to the podium believes the
19 same.

20 In his short time as CEO, he has
21 made an incredibly positive impact. JT has
22 brought thoughtfulness, smarts sometimes, passion
23 and energy to the organization. JT stood out in
24 the interview process, and I have shared this with
25 many of you. He stood out in ways, but one

1 attribute I really honed in on and -- was that in
2 every question his answers were very membership
3 focused. And for those of you who have had the
4 opportunity to interact with him, you have seen
5 this.

6 And there is a lot more to come
7 on this and many other topics. I am incredibly
8 excited to be working with him. It is my pleasure
9 to welcome our new CEO JT Batson.

10 MR. BATSON: Thank you, Cindy, for
11 that warm introduction. Thank you and to our
12 Board of Directors for being such great partners.
13 While we haven't known each other long, we all
14 very much feel like family and I definitely
15 appreciate that.

16 I'm so excited to be with you
17 today and to be working with all of you. What an
18 awesome opportunity that we have in front of us.
19 Soccer has been in my blood since I was a little
20 kid. I started playing club soccer for Augusta
21 Arsenal in Georgia, went on to work as a coach for
22 boys and girls club teams and served as a referee
23 and referee assigner.

24 One of my friends the other day
25 reminded me that we literally helped build the

1 first field at the soccer complex back home. Our
2 overall number one priority at U.S. Soccer is
3 building, or in certain instances, rebuilding
4 trust.

5 As Cindy mentioned, this means
6 listening over communicating, bringing people
7 together, being open to feedback and ideas that
8 come from outside the U.S. Soccer offices. I am
9 absolutely confident that we can bring great
10 opportunities to life when we're all rowing in the
11 same direction. As we look ahead to an incredible
12 decade for soccer in America, financial success is
13 vital.

14 Without resources, we cannot
15 achieve our ambitious goals. Delivering financial
16 success will require us to be great at
17 prioritization, more transparent and more
18 efficient ensuring that we have the right controls
19 and ultimately it will require growth, lots and
20 lots of growth.

21 In the next fiscal year alone,
22 we are on track to grow our revenue from \$136
23 million to \$173 million. For everyone in this
24 room and across the country, this has to keep
25 growing. We scaled our organization quickly and

1 successfully to do just that. As you've heard
2 from Cindy, we brought our commercial rights
3 in-house. In addition to a hundred percent
4 renewals of our commercial partnerships to date,
5 we've also started adding more with a robust
6 pipeline of some of the biggest brands in the
7 world. We've launched new media partnerships with
8 Warner Brothers Discovery and NBC Telemundo.

9 These deals are transformative
10 in visibility, access, production quality and
11 resources. Including a very special first, having
12 all Women's National Team games available on
13 Spanish language television. We spent -- set
14 records for merchandise sales. In fact, in 2022,
15 our online sales were 44 percent above our
16 previous record.

17 Our commercial team and our
18 entire Federation should be proud. I know they
19 are fired up to keep the momentum going. We're
20 also very thankful for our donors whose generous
21 donations are directly impacting and enabling
22 programs across our organization and ecosystem.

23 This will be an even bigger
24 focus area as we march forward. To achieve
25 meaningful growth, U.S. Soccer must continue to

1 strive to be a leading and world-class
2 organization on and off the field. Many of you
3 have probably heard me say how blown away I have
4 been by the staff at U.S. Soccer. They are smart,
5 passionate, hard-working and good people. We're
6 investing in our existing team, attracting amazing
7 new colleagues and ensuring DEIB is at the core of
8 everything we do. I'm particularly proud of our
9 new sports industry-leading parental leave program
10 of four months of leave plus two months work from
11 home.

12 Of course, this was implemented
13 after I became a new dad this fall, but I'm still
14 excited for my colleagues going forward.
15 Achieving growth also requires U.S. Soccer to
16 think differently about how we partner with our
17 members. This year we're proud to have awarded
18 the highest amount ever through Innovate to Grow
19 with more than \$3 million granted towards programs
20 designed to impact more than a half a million
21 players, coaches and referees.

22 As we continue to focus on
23 growing the game at the grassroots, we also know
24 that the success of our Professional Leagues will
25 continue to drive the sport forward on and off the

1 field.

2 My introduction to professional
3 soccer as a kid was through going to Atlanta
4 Silverbacks, Charleston Battery and Atlanta Beat
5 games with my family. We sure have come a long
6 way in pro soccer in this country since those
7 days; the number of teams, the quality of players
8 and coaching, the facilities, the development
9 programs, the fans, the media and marketing deals;
10 MLS, NWSL, USL and NISA are pushing soccer in this
11 country to levels young JT could have only dreamed
12 of.

13 One personal antidote of
14 progress, my mom now rearranges her weekends to be
15 able to watch Atlanta United games. On Wednesday,
16 I'm excited that our Chicago-based staff and I are
17 heading to watch Chicago House AC and the
18 Milwaukee Bavarians kick off the Open Cup, the
19 country's oldest annual competition and the only
20 platform in American team sports where amateurs
21 and pros can square off.

22 I encourage you and those
23 listening from home if there's a game in your
24 area, go check it out and, if not, watch it on TV.
25 The success of all our professional leagues and

1 our grassroots organizations is also directly
2 linked to the success of our Youth, Extended and
3 Senior National Teams and vice versa. We're
4 focused on working with all of you to improve
5 access to our sport, promote lifetime
6 participation, foster the best environments to
7 play and develop the ideal player pathways.

8 We're actively developing more
9 ways to work with you to collaborate and improve
10 our service to you ranging from coaching and
11 refereeing, player registration, ticketing, Safe
12 Soccer development and general operations.

13 And on a topic very near and
14 dear to my heart, we've got real work to do to
15 increase the number and improve the overall
16 experience for referees. We have been listening
17 to our member and state association's perspectives
18 and are finalizing a plan that will drive
19 increased accessibility, recruitment and retention
20 more very soon on this front and we will
21 absolutely need the help of everyone in this room.

22 All of what we're building here
23 at U.S. Soccer comes at one of the most important
24 times in this sports history. The calendar in
25 just the next three years is unbelievable. The

1 FIFA Women's World Cup in Australia and New
2 Zealand this summer, COPA America, the inaugural
3 Women's Gold Cup and the Paris Olympics in '24,
4 then we have the biggest sporting event in global
5 history in 2026 with a FIFA World Cup in Canada,
6 Mexico and the United States.

7 This is a once-in-a-generation
8 moment and an opportunity that will help us
9 generate excitement about our sport, energize our
10 fans and attract more participants to the game.

11 As we look to 2026, the question
12 we should all be asking is what will our legacy
13 be? Through our shared efforts and the brilliant
14 spotlight of the 2026 World Cup, we will capture
15 the hearts of Americans and transform soccer in
16 the United States. In fact, we are in the process
17 of developing a new major campaign uniting all of
18 us to do just that.

19 As Cindy said, to ensure that we
20 capitalize fully on this moment, we need to work
21 with everyone in this room to pull that off. I
22 look back fondly on my days working at Augusta
23 Arsenal, lining fields, coaching kids or doing any
24 administrative work they would throw at me. I
25 know how much blood, sweat and tears everyone in

1 this room puts into the sport everyday and I'm
2 excited to be right there with you. So, thank
3 you.

4 PRESIDENT CONE: Thanks, JT. We
5 will now approve the minutes from the 2022 AGM
6 National Council Meeting. Everyone should have
7 received the transcript of our meeting last year
8 in Atlanta. The transcript was approved by the
9 Board.

10 I need a motion to approve the
11 minutes.

12 BOARD MEMBER: So moved.

13 BOARD MEMBER: Second.

14 PRESIDENT CONE: Anyone opposed?
15 Thank you. The minutes are approved. Sorry. I'm
16 informed we are not recognizing you. You are not
17 a delegate --

18 UNIDENTIFIED SPEAKER: I am --

19 PRESIDENT CONE: -- so please sit
20 down.

21 UNIDENTIFIED SPEAKER: Last year in
22 Atlanta --

23 THE PARLIAMENTARIAN: Thank you,
24 sir. You are not a recognized delegate. Thank
25 you. You will be heard in the appropriate forum

1 at a later time. This is the National Council
2 Meeting and only recognized delegates may speak.

3 Thank you very much.

4 PRESIDENT CONE: All right. With
5 that, the minutes are approved. Moving on to
6 Independent Director.

7 As you all know, our Federation
8 and our Board of Directors benefit from the
9 service and contributions of Independent
10 Directors. Our Independent Directors bring unique
11 experience and expertise to help make our
12 Federation even stronger and more effective.

13 At this time, I'd like to invite
14 Sean Boyle up to speak.

15 MR. BOYLE: This is on the
16 Teleprompter, but I don't really need it to talk
17 about Juan. Juan has been awesome since I joined
18 the Board. Some of you might know him for being
19 incredibly instrumental in starting up the new
20 governance process and coming up with the
21 Membership Advisory Committee.

22 At this time, Juan has been
23 unanimously approved by the National Council --
24 not by the National Council -- by the Nominating
25 Governance Committee. Sorry. Next job. I'll

1 just jump in and say Juan is an exceptional human
2 being. He's incredibly smart. He's incredibly
3 empathetical. We're lucky to have him, and I
4 would definitely encourage you guys to vote for
5 him.

6 MR. FIKE: The parliamentarian
7 requested I say the minutes stand approved. I
8 think Cindy said that, but maybe it was missed.

9 So just to -- on this topic,
10 Juan Uro is standing for election as Independent
11 Director. Everyone in favor, please say aye.

12 AUDIENCE: Aye.

13 MR. FIKE: Juan is elected by
14 acclamation. Congratulations, Juan.

15 PRESIDENT CONE: We began our
16 meeting today by saluting our great Life Members
17 and I can report that the Board of Directors
18 approved the nominations of two new Life Members,
19 Bill Bosgraaf and Kevin Payne. I'd like to
20 invite -- go ahead. You can clap for them.

21 I'd like to invite John Motta to
22 come up and speak on Bill Bosgraaf and following
23 John will be Mike Cullina to speak on behalf of
24 Kevin Payne.

25 MR. MOTTA: Thank you, Cindy, and

1 good morning, everyone. Bill Bosgraaf was
2 approved by U.S. Soccer's Board of Directors as a
3 Life Member during our August 2022 Board meeting.
4 It is my pleasure to introduce him for a vote by
5 the National Council as a Life Member. Bill
6 Bosgraaf has devoted his lifetime for the game at
7 both the local and national level. Bill's
8 devotion to the sport as a volunteer has been
9 truly inspirational.

10 Bill has been President of the
11 Utah Adult Soccer Association for well over 30
12 years and also past Vice President of U.S. Adult
13 Soccer. Bill also chaired our former select team
14 program, a program that was used by U.S. Soccer to
15 identify players to our National Team at a time
16 when professional leagues were non-existent.

17 And another area Bill has a lot
18 of passion for is coaching education. Bill has
19 always advocated for coaching education in the
20 adult space. At this time, I'd like to ask the
21 National Council to vote in the affirmative to
22 confirm Bill Bosgraaf as a U.S. Soccer Life
23 Member. Thank you.

24 PRESIDENT CONE: Thank you, John.
25 If you approve of this, please say aye.

1 AUDIENCE: Aye.

2 PRESIDENT CONE: It is approved. I
3 don't think we need to vote. You can take that
4 down. Thank you and congratulations, Bill.

5 MR. CULLINA: It's my pleasure to
6 present Kevin Payne. I think if you look in the
7 Book of Reports and see the nomination letters
8 from Paul, Sunil and Dan, it speaks to the impact
9 Kevin has had on our sport. I'd also like to
10 thank the Foundation, Ed and Jen put together; an
11 absolutely wonderful event in D.C. to celebrate
12 Kevin's life. It was a who's who of American
13 soccer filled with national team players, Hall of
14 Famers.

15 We might as well have done it in
16 Frisco, but Kevin's impact on the sport was
17 immense. His impact on those of us who had a
18 chance to work with Kevin, to know Kevin, to sit
19 in the car with Kevin going to get ice cream or
20 just listening to one of his rants was absolutely
21 thrilling and the other thing I'll say is when you
22 had those opportunities alone with Kevin a word
23 that wasn't often used to describe him of humble
24 was -- came through. And so it is my great
25 pleasure to present Kevin Payne posthumously as a

1 Life Member.

2 PRESIDENT CONE: If you approve of
3 Kevin Payne as a Life Member, please say aye.

4 AUDIENCE: Aye.

5 PRESIDENT CONE: It is approved.

6 Thank you. Thank you to John and Mike.

7 To take us through the fiscal
8 year '24 budget, I'd like to now invite Lisa
9 Carnoy to the podium.

10 MS. CARNOY: Good morning, everyone.
11 Today, I'm recommending you approve the proposed
12 Fiscal Year 2024 budget included in the 2023 Book
13 of Reports.

14 As U.S. Soccer Treasurer and
15 Chair of the Budget and Finance Committee, I want
16 to first thank the tremendous work of our
17 committee for their oversight of the budget
18 process. That includes members Nicole Barnhart,
19 John Collins, Sean Boyle and Bill Taylor, as well
20 as Vice Chair of the committee Michael Karon.

21 I'd also like to thank the U.S.
22 Soccer staff for their extraordinary efforts
23 through this process. In the lead-up to the 2026
24 World Cup, U.S. Soccer is reorienting its capital
25 allocation to invest in growing the game in close

1 partnership with membership. The fiscal year '24
2 budget with an operating deficit of \$9.5 million
3 reflects revolving conditions in both the soccer
4 landscape and business operations.

5 In January of this year, the
6 Budget and Finance Committee reviewed the fiscal
7 '24 budget. The committee recommended approval of
8 the budget to the Board of Directors.
9 Subsequently, the Board approved the fiscal '24
10 budget. Let's now review the budget highlights
11 narrated by U.S. Soccer Chief Financial Officer
12 and Chief Operating Officer Pinky Raina.

13 MS. RAINA: As part of the National
14 Council Meeting today, we will review the FY '24
15 budget. As we look ahead, U.S. Soccer is poised
16 for transformational growth. The 2026 FIFA Men's
17 World Cup co-hosted by the U.S. is parking
18 excitement and interest in soccer.

19 To capitalize on this moment,
20 the Federation is building out a strategic plan
21 that reorients the organization. The FY '24
22 budget supports soccer landscape and business
23 operations to achieve our long-term vision.
24 Funded initiatives align to three key themes;
25 building and launching commercial capabilities.

1 With commercial rights in-house,
2 U.S. Soccer is focused on creating predictable,
3 sustainable and scaleable revenue that will enable
4 continued investment in the soccer ecosystem.
5 U.S. Soccer plans to spend more than \$35 million
6 in the soccer ecosystem.

7 This includes investment in
8 participant safety, sport development and member
9 programs and elite sporting success. U.S. Soccer
10 is committed to developing players and teams that
11 win world championships. All in, we are budgeting
12 an operating deficit of \$9.5 million for FY '24.
13 U.S. Soccer is projecting \$172.7 million in total
14 operating revenue.

15 The key drivers are, one,
16 National Team programming projected a \$46 million
17 includes event revenue from the Men's and Women's
18 National Teams; two, sport development programming
19 projected at \$5.7 million includes coaching and
20 referee program revenue; three, member, donor, fan
21 and other programming projected at \$22.1 million
22 includes Insiders and donor contributions that
23 elevates U.S. Soccer's profile and engages fans
24 and donors; four, partner programs projected at
25 \$57.9 million includes all U.S. Soccer sponsorship

1 and apparel rights; five, Federation operations
2 projected at \$40.9 million mainly includes U.S.
3 Soccer's long-term media contracts with Warner
4 Brothers Discovery and Telemundo.

5 FIFA reviewed and approved
6 funding for U.S. Soccer across two areas. FIFA
7 Forward provides \$3 million for relaunching Youth
8 National Teams and implementing Sporting's
9 technical plan.

10 And Women's futbol development
11 is \$56k in scholarship support for female pro
12 licensed candidates. U.S. Soccer is projecting
13 \$182.1 million in total operating expenses in FY
14 '24. Sport development programing represents \$5.5
15 million of our investment. We are focused on
16 creating topnotch environments by offering
17 thousands of in-person courses for coaches and
18 referees throughout the year.

19 U.S. Soccer is committed to
20 advancing the power of women. The Federation's
21 women's coaching scholarship and mentorship
22 program provides financial aid and hands-on
23 guidance to women at U.S. Soccer managed courses.

24 Game Changers United, our
25 external advisory council, announced the inaugural

1 Kim Crabbe Game Changers Award. The award
2 recognizes a member of the soccer community who
3 has elevated the sport through the lens of
4 diversity, equity, inclusion and belonging.

5 Partnership with membership remains a priority for
6 the Federation. In FY '24, \$14.2 million is
7 budgeted towards membership. This includes
8 Innovate to Grow, which directly supports
9 membership-run programs driving participation.

10 In January 2023, more than \$3
11 million in ITG was approved and we're excited to
12 continue the same level of investment in FY 2024.
13 This year U.S. Soccer will invest \$11.6 million in
14 partner programming. We are looking to add new
15 official partners and invest in building marquee
16 events and platforms to showcase the growing value
17 proposition of U.S. Soccer.

18 National Teams programming
19 includes the areas of MNT, WNT, YNT, ENT and
20 sports performance. The Women's National Team is
21 energized by the opportunity to win their fifth
22 star at the 2023 FIFA Women's World Cup in
23 Australia and New Zealand this summer. The Men's
24 National Team has two opportunities to lift
25 trophies this year at the conclusion of the

1 CONCACAF Nations League in June, followed directly
2 by CONCACAF Gold Cup.

3 Federation operations represent
4 \$68.1 million of our investment. We are focused
5 on providing a safer ecosystem for all
6 participants, including the development of our
7 Safe Soccer program, identification and
8 implementation of new safeguarding initiatives and
9 establishing a permanent Office of Participant
10 Safety. Federation operations also include all
11 personnel, administrative and general operating
12 expenses.

13 We are grateful for all the work
14 that our member organizations, athletes, fans,
15 donors, coaches, referees and staff do to elevate
16 soccer in the United States and we are energized
17 by the bright future ahead.

18 With that, we ask that the
19 National Council approve the FY '24 budget. Thank
20 you for your support.

21 PRESIDENT CONE: Thank you, Pinky
22 and Lisa. I will now invite Mike Karon up to the
23 podium.

24 MR. KARON: Thank you, Cindy, and
25 thank you, Pinky, actually and the rest of her

1 team. Just to pile on to JT's and Cindy's
2 comments, working with them has really been a
3 tremendous pleasure and, frankly, this is a very
4 hard group -- very hard-working and capable group
5 of people. So thank you, guys.

6 It's an exciting time for soccer
7 in the U.S. Over the next several years, we have
8 numerous opportunities to showcase our sport and
9 dramatically increase participation. To realize
10 these opportunities, we need to invest in our
11 soccer ecosystem, drive elite sporting success and
12 build out our commercial capabilities. This past
13 year the Budget and Financial Committee and the
14 finance team have worked diligently together,
15 together being the operative term here, to develop
16 a budget that deliberately and responsibly
17 supports these key priorities. I hereby make a
18 motion to approve the project.

19 BOARD MEMBER: Second.

20 PRESIDENT CONE: All right. Mike,
21 thank you. Thank you to Lisa and Pinky. We have
22 a motion and I heard a second. Any objections?

23 MR. DES BORDES: Questions. May I
24 ask a question?

25 PRESIDENT CONE: Yes, we can either

1 bring a mic to you or you can go back to the mic
2 there.

3 MR. DES BORDES: Hank Des Bordes,
4 Life Board Member. How long can we continue to
5 operate at a deficit and what is being done to
6 make sure we don't have to operate at a deficit
7 anymore?

8 PRESIDENT CONE: You can either
9 speak from your chairs or come up here. Either
10 one. Whichever is more comfortable for you.

11 MR. KARON: This was a topic of
12 considerable discussion over the last year, and
13 the short answer to the question is we've got to
14 bring the expenses and revenues in line. The
15 question is how quickly can you do that and how do
16 we manage a process to get there?

17 A lot of discussion, a lot of
18 effort went into figuring that out this year and,
19 candidly, it was a priority for us to be able to
20 align our expenses and revenues in a way that
21 didn't force significant program cuts at the same
22 time since we've got these opportunities in front
23 of us. So it's a bit of a balancing act.

24 I expect that over the course --
25 the current course and speed along the direction

1 we're headed we should get very close to break
2 even over the course of the next -- of the next
3 budget cycle and actually move from a deficit
4 position to a surplus, but it won't happen this
5 year. It wasn't possible to do without making
6 cuts I think nobody in this environment would have
7 liked.

8 MR. DES BORDES: When is the next
9 budget cycle?

10 MR. KARON: The following year.

11 PRESIDENT CONE: Thanks, Mike. We
12 have a motion on the floor that has been seconded.
13 If you approve the budget, please say aye.

14 AUDIENCE: Aye.

15 PRESIDENT CONE: Any objections?

16 All right. The budget is approved. Thank you.

17 I'd now like to invite John Collins up to
18 introduce the member application from the Down
19 Syndrome Sports of America.

20 MR. COLLINS: Thank you, Cindy.

21 It's my pleasure to introduce the Down Syndrome
22 Sports of America, which was approved for
23 provisional membership by the Board of Directors
24 during our May 2022 meeting. The Rules Committee
25 has reviewed their bylaws, has recommended the

1 National Council to vote to admit the Down
2 Syndrome Sports of America as a disabled service
3 organization.

4 Down Syndrome Sports of America
5 is recognized -- is the recognized national sports
6 organization in the United States by the futbol
7 International Federation for players with Down
8 Syndrome, which grants the honor to participate in
9 international Down Syndrome events like the DS
10 World Cup, which was held last year in Peru.

11 As members of U.S. Soccer, Down
12 Syndrome Sports will have our support to all of us
13 as they play, and particularly athletes with Down
14 Syndrome, to ensure that soccer becomes a part of
15 their lives and provide the best programs for
16 athletes and coaches.

17 At this time, I'd like to ask
18 for a motion to admit Down Syndrome Sports of
19 America as our newest member.

20 BOARD MEMBER: So moved.

21 BOARD MEMBER: Second.

22 PRESIDENT CONE: All right. We have
23 a motion and a second. Is there anyone opposed?

24 All right. It is approved. Welcome to the
25 Federation DSSA.

1 Thank you. I have asked Greg
2 Fike to preside over the next portion of our
3 meeting; consideration of bylaws and policy
4 amendments. Greg, thank you for assisting.

5 MR. FIKE: Thank you, Cindy. So
6 included in your Book of Reports Section 10 are a
7 series of bylaw amendments. As required by Bylaw
8 802, all of the proposed amendments have been
9 reviewed by the Rules Committee and the reports
10 are included in your Book of Reports as well.

11 We will now proceed to the
12 consideration of the proposed bylaw amendments.
13 The first item for consideration under this topic
14 is the amendment to Bylaw 412 proposed by Juan Uro
15 and the Governance Task Force.

16 It is included first in your
17 Book of Reports in the bylaws section, Section 10,
18 Subsection A. This is a proposal to change the
19 composition of the Board by essentially changing
20 the Vice President to non-voting. The proposed --
21 sorry. I'm going to go ahead and get this clip
22 off so I can do this right. Thank you.

23 The proposed amendment was
24 proposed by the Governance Task Force made up of
25 many members, which recommended the proposal --

1 proposed amendment after several in-person and
2 virtual meetings. The Rules Committee made no
3 specific recommendation and its rationale is
4 printed in the Book of Reports in the bylaws
5 section related to that amendment.

6 The question is on the adoption
7 of the proposed amendment to Bylaw 412 as found in
8 the Book of Reports. Is there any discussion?

9 All right.

10 If there's no discussion, the
11 question is on adoption of the proposed amendment
12 to Bylaw 412 as found in the Book of Reports.

13 This motion requires a two-thirds vote for
14 adoption and the vote will be taken
15 electronically.

16 Are you ready for the question?

17 Ms. Mullinix, please proceed with the vote.

18 MS. MULLINIX: All those -- Bylaw
19 412. 1, yes. 2, no. Voting is open. 5, 4, 3,
20 2, 1. Voting is closed.

21 MR. FIKE: The vote is 88.92 percent
22 of the weighted vote in favor and 11.08 percent
23 opposed. Therefore, there are two-thirds in the
24 affirmative and the motion is adopted. Bylaw 412
25 is amended as proposed. Thank you.

1 We're making record speed. The
2 next item for consideration is the amendment to
3 Bylaw 401, Section 4 -- Section 1C proposed by
4 Juan Uro. It is included in your Book of Reports
5 in the Bylaws Section 10, Subsection B.

6 The proposal is to pay the
7 President consistent with the terms in the bylaws.
8 The Rules Committee rationale is printed in the
9 Book of Reports and the bylaws section as well.
10 The question is on adoption of the proposed
11 amendment to Bylaw 401, Section 1C as found in the
12 Book of Reports.

13 Is there any discussion? Please
14 line up at the mic if there is. Dave?

15 MR. GUTHRIE: Dave Guthrie, Indiana.
16 I speak and I'd like to oppose this motion. There
17 are volumes and volumes of information about
18 high-performing, not-for-profit organizations,
19 none of which will support this bylaw.

20 I've heard those who commented
21 favorably about the bylaw. What they say is our
22 chief executive, or at least our president, our
23 chairman, spends a lot of time. That's another
24 red flag for me. Because if, in fact, they're
25 operational, we want our Board to be oversight.

1 We need a disconnect from staff and Board to make
2 sure that somebody is watching the direction of
3 the Federation.

4 I think if we look back on the
5 last 20 years, one can make an argument that we
6 have drifted from our mission. We have heard a
7 lot of comments recently about turning our focus
8 back to the membership and I'm very hopeful that
9 will take place. But by making our chairman an
10 employee lies in the face of all business
11 practices for not-for-profit organizations and I
12 would think you would want to become the highest,
13 most high-performing organization we can be.

14 We also have a problem in that
15 the President would be an employee. You've got a
16 CEO and then you have the Chairman or the
17 President also as an employee. How does that
18 work? So, again, I think bad ideas have bad
19 consequences, and I see this as a very bad idea.
20 So, again, I would urge you not to support this
21 bylaw amendment.

22 MR. FIKE: John Collins, please
23 state your organization you're with or the Board
24 you're with for the record.

25 MR. COLLINS: Hi. John Collins,

1 U.S. Soccer's Board of Directors. I rise to speak
2 against this proposal and I want to make it clear
3 that I'm speaking against the proposal. I'm not
4 fundamentally against the concept of paying the
5 President's position, but I think this proposal,
6 which raises valid issues about the amount of time
7 and effort that the President currently puts into
8 this position, is something that needs to be
9 addressed, but I believe that just paying the
10 President is treating a symptom and not actually
11 looking at the overall situation.

12 I believe that we should look at
13 the President's position and the holistic view as
14 to whether it's a chairman or whether it's an
15 executive chairman and is it paid or is it not
16 paid and in doing so, we need to figure out how it
17 works in our overall structure. We just went
18 through, and our bylaws make it clear, the CEO is
19 the Secretary General.

20 We just went through a process
21 where we had job descriptions, hired headhunters,
22 looked for qualifications, interviewed throughout
23 the country for the best possible candidate and
24 retained that person to be the CEO. And we also,
25 in retaining that person, had the ability to

1 terminate the CEO if they're not performing. I
2 trust you will, JT, but I just want to point it
3 out.

4 When you then look at the
5 President's position as it is today, the only
6 requirement to become President is to get three
7 nominations and then get 50 percent plus 1 on a
8 weighted balance from this body. We have no
9 ability to -- if the President is an executive
10 chairman, there is nothing in our powers or bylaws
11 as to how we remove that President -- or the
12 executive chairman if they're not performing how
13 the body would like them to.

14 And the Board of Directors
15 couldn't -- cannot remove the President. Under
16 New York non-profit law, the only way an elected
17 person may be removed is by the body that elects
18 them. So they'd have to come here. So I'm open
19 to the concept of paying the President. I think
20 we need to have a task force or group to come in
21 to look holistically at our bylaws, our structure
22 as an organization and what do we do going
23 forward.

24 So my recommendation would be
25 that this is sent to a task force to come back

1 next year with a thorough plan on all aspects of
2 our structure and how to do it.

3 MR. FIKE: Thank you. Hank.

4 MR. DES BORDES: I'm Hank Des
5 Bordes. I know what it is to be poor and have to
6 do this as an office for eight years and finally
7 have to resign because you need to support your
8 family more than you need to run around in soccer,
9 but I support this motion because it's time we get
10 back to soccer.

11 It's time we have a full-time
12 President that can do all those things to make us
13 win World Cups. We have all these fine programs
14 we're doing. We have the Women where we want them
15 to be. We have to keep them there.

16 But if we don't have a President
17 that can go out and do the things necessary to put
18 the Men in contention to win World Cups, then
19 we're not doing our job. The Soccer Federation
20 owns the National Teams and we have to support.
21 We have to get back to winning and soccer. And I
22 support -- I hope you vote for this motion.

23 MR. FIKE: Thank you. Chair
24 recognizes Juan Uro.

25 MR. URO: Can I speak?

1 MR. FIKE: You can speak from there.

2 MR. URO: Maybe -- let me go back to
3 some -- square one because I think 95 percent of
4 this room, right, do not know me and they are
5 thinking who the heck is this guy and why the heck
6 is he proposing this?

7 And who the heck is this guy is
8 25 years of experience working on seeing issues in
9 organizations and solving those issues in
10 organizations. And the issue that I have seen,
11 which is actually a challenge because how
12 successful you have been on the ground, is that
13 the reach and relevance of soccer in the U.S. has
14 grown over the last 20 to 30 years.

15 The issue that I also see is on
16 the point of the Chief Executive Officer by
17 definition is a Chief Executive Officer. They
18 execute the vision, the plan that is embraced and
19 voted by the members. The public figure, the
20 leader of this Federation, is not a person
21 selected by the Board, which, by definition, is
22 the Chief Executive Officer. It's a person
23 selected and voted by you because the vision that
24 that person share with you and gain your support.

25 So, to me, that public figure

1 that is in front of our sponsors, in front of our
2 competitions, in front of Capitol Hill, in front
3 of you and that requires more than 40 hours of
4 work and we are not paying that person by
5 definition the only people that can do that is a
6 subset of the qualified potential candidates.

7 So I encourage you to look
8 around, look at the faces of people next to you.
9 Who is qualified to be a President? And then ask
10 the second question. Who can afford not to work
11 to be a President? Are we going to vote on the
12 people that are retired, wealthy or that they may
13 have the benefit of flexibility in their job in
14 order to put the 40 hours?

15 I was chatting with my good
16 friend Bill Taylor. If something, knock on wood,
17 happens to Cindy, Bill, can you give up your
18 practice to do the 40 hours? I'm not going to let
19 you respond because I know what you will say. So,
20 to me, it's very simple as, yeah, we are breaking
21 new ground. We are leading from the front. When
22 you are leading and you look to the sides, you are
23 pretty lonely.

24 Maybe other non-profits that --
25 are not doing this, but I ask you to really look

1 for the best candidates for President and as a
2 result of that to pay that President so we don't
3 discriminate and we don't constraint only to the
4 people that can afford to do this. Thanks.

5 MR. FIKE: Is there any further
6 discussion?

7 MR. MARION: Yes, Andy Marion, South
8 Carolina Adult. I would simply like to state that
9 I am against the motion and I support what John
10 Collins suggested as a task force. The problem we
11 have had with this proposal is all we have gotten
12 is basically -- not to be overcritical, but what
13 we just heard, an emotional appeal. This person
14 works hard, has to commit a lot to be paid. Well,
15 hell, this whole room is full of people who do
16 that and don't get paid a penny.

17 We also don't have the
18 opportunity to sit on the CONCACAF Board, the FIFA
19 Board or whatever else they have and getting paid
20 goggles of money to do that. We just do what we
21 do day in and day out for nothing because we want
22 to. I'm not opposed to the general idea, but I
23 think John Collins is right and Dave Guthrie
24 before him.

25 It's not an emotional issue to

1 decide here. They're a lot of governance and
2 legal issues involved. If the President is a paid
3 employee, then does she work for JT Batson now?
4 Because he's the CEO. I mean, there are some
5 serious legal issues here. Anybody who has filled
6 out a Form 99 knows there are whole sections in
7 that IRS file that has tests on when you are
8 paying insiders, people on the Board.

9 They ask you to the penny how
10 much are you paying these people and then they're
11 tested whether they're conflicts of interest. I
12 assume all that will be just technical issues and
13 we won't have to worry about them, but I don't
14 know that because I've had no discussion about it.
15 So there are a whole host of issues that need to
16 be explored, not just an emotional appeal that
17 somebody works on ought to be paid. Thank you.

18 MR. URO: To clarify.

19 MR. FIKE: Go ahead, Juan.

20 MR. URO: My opinion is far from
21 being emotional, and I don't think I have been
22 leveled as an emotional person usually.

23 But to the point of the legal
24 implications and things like that, we are not the
25 only one that will do this. I mean, John, you

1 asked and you stated the association, just to name
2 one. When you look at around the world and you
3 look at all the Federations, Presidents are being
4 paid. Are we competing in soccer or are we
5 competing in non-profit like -- so, look, it's not
6 emotional.

7 In fact, it's pretty rational.
8 Again, do you want the best possible candidate or
9 do you want the best possible candidate that can
10 afford to do it? I'm all for the best possible
11 candidate. I'm not trying to limit people based
12 on affordability, wealth, status in their age,
13 retirement. So on and so forth. That, to me, is
14 very rational and not emotional.

15 MR. FIKE: All right. I think
16 there's no further discussion. I don't see
17 anybody else lined up. So the question is on
18 adoption of the amendment to Bylaw 401, Section 1C
19 as found in your Book of Reports. This motion
20 requires a two-thirds vote for adoption and the
21 vote will be taken electronically.

22 Are you ready for the question?

23 Ms. Mullinix, please proceed with the vote.

24 MS. MULLINIX: Bylaw 401, Section
25 1C. 1, yes. 2, no. Please vote now. 5, 4, 3,

1 2, 1. The voting is closed.

2 MR. FIKE: There are less than
3 two-thirds in the affirmative and the motion is
4 lost. Bylaw 401, Section 1C will remain
5 unchanged.

6 The next item for consideration
7 is the amendment to Bylaw 401, Section 4 and 7
8 proposed by John Collins. It is included in your
9 Book of Reports in Bylaw Section -- Section 10,
10 Subsection C. The proposal is to change the term
11 limit for the President to two terms and remove
12 the term limit for the Vice President based on the
13 fact that he is -- that position is non-voting.
14 The Rules Committee rationale is printed in the
15 Book of Reports as well.

16 The question is on adoption of
17 the proposed amendment to Bylaw 401, Sections 4
18 and 7.

19 Is there any discussion? The
20 Chair recognizes John Collins.

21 MR. COLLINS: Thank you, Greg. This
22 is similar to the motion I made last year for a
23 bylaw proposal which last year came very close to
24 passing, but I had all three things lumped
25 together and there were different people that had

1 different issues with it and so this year I
2 thought I would put the three different components
3 into three bylaw proposals. So you'll see two
4 more after this.

5 One is with the President going
6 from three four-year terms to two four-year terms.
7 It's lowering the Board of Directors from 16 years
8 to 8 years in a 12-year period. So you'd have to
9 take some time off before you can go more than 8
10 years. And then, lastly, to reduce the
11 Independent Directors from three three-year terms
12 to two three-year terms.

13 I bring this for purposes of
14 good governance and if you look at Board Source,
15 which is one of the leading places and sources
16 with respect to Board of Directors, they recommend
17 term limits for all of them and the term limits
18 that they propose and are most frequently used the
19 typical term limit on a non-profit would be two
20 three-year terms.

21 The typical term for Board
22 Source would be -- for the President or Chair
23 would be two one-year terms. Obviously, we have
24 four-year terms. So these are a little longer,
25 but these are brought to do it. They are brought

1 to make sure that everybody understands. As Jim
2 Hamilton used to say, "All of us up here are just
3 stewards of the game."

4 We don't have any copyright or
5 we shouldn't be thinking do we want to be in this
6 position longer than perpetuity or for a very,
7 very, very long time. We should be looking at how
8 to develop succession planning and how to get
9 people to replace us.

10 I've heard some negative
11 comments on this idea, and I suspect my friend to
12 my left here is going to say that we actually have
13 too much turnover on the Board of Directors. He's
14 made that point to me previously.

15 With all due respect, I find
16 that to be a bit of a red herring. If you're
17 talking about a term limit and people are leaving
18 too quickly, then the term limit didn't have any
19 impact on it. Not having a term limit is not
20 going to cause us to keep people longer.

21 So we as an organ- -- and having
22 a term limit will be effective for those who need
23 to move on. If you look at the Board Source
24 website, you'll see there's a long list of the
25 pros of it. There are some cons to it. We will

1 lose some institutional knowledge occasionally.

2 We've had that happen recently
3 when we lost Sunil and Dan and a bunch of other
4 senior people, but we can plan for it. This will
5 help us be a better organization where we plan and
6 have succession planning and we actively recruit
7 new leaders in the sport, which is critical. So
8 I'd ask your support.

9 MR. URO: Can I speak from here?

10 MR. FIKE: Yeah. Is there any --
11 yeah. Juan?

12 MR. URO: A couple of things. First
13 one is you proposed last year and similar to what
14 you just said you were proposing a task force.
15 Last year, after you proposed it, we had a
16 Governance Task Force in which you were a member
17 and 20 other people were a member. I can see
18 Chaz, Dave already, you know, stood up and they
19 did a fantastic job.

20 One aspect was the Board
21 composition that was voted ten minutes ago. The
22 second aspect, and we spend -- every member spend
23 more than 40 hours and I will say people like
24 Chaz, people like Janet, people like Dave, people
25 like Chris Daly they spend more hundred hours and

1 I'm very thankful for that, but that Governance
2 Task Force discussed every single of these issues.
3 And when there wasn't a
4 consensus, the consensus was we had a fundamental
5 issue to solve that is the lack of trust between
6 the members and the Federation and we all
7 collectively said let's attack the issues versus
8 subbing for problems that do not exist. That's
9 the reason why we created the MAC, the Member
10 Advisory Committee, that Chaz will recognize and
11 we said "All these other aspects we don't know
12 really what good is for the Federation. So we
13 will postpone."
14 The second observation to your
15 point is the facts are the facts. We have in the
16 last ten years 53 people sitting in our Board. I
17 acknowledge that we increased from 15 to 22. So
18 remove those 7. We have 45 people for a Board of
19 15 over a decade. Literally, we had three
20 different full Boards in a decade rotating every
21 three years.
22 So I ask many people that are
23 involved in governance, is that the normal
24 rotation that you can even point me to one Board
25 in a decade that had 3x the amount of members than

1 the seats, you know, that the Board allows?

2 Nobody can point to any.

3 So I'm not an emotional person.

4 I'm a very pragmatic and practical person. I look

5 at the issues. The issues we have is excess

6 rotation. I think your solutions are not

7 addressing that. So, again, the members for a

8 full year in the task force, you know, work on

9 this very diligently and, number two, I don't see

10 the issue that you are solving for. I think it's

11 aggravating it. So that's my statement.

12 MR. FIKE: Is there any further

13 discussion?

14 MR. COLLINS: Greg?

15 MR. FIKE: I recognize John Collins.

16 MR. COLLINS: I would just make one

17 comment. I was on the task force. If this issue

18 was discussed, it was not a main focus of the task

19 force and whether it was discussed by the task

20 force or not, the task force is not the only way

21 for a bylaws proposal to come together or come

22 forward and I intended to bring this at all times

23 because I think it's an issue for this body to

24 decide.

25 I don't think we should have a

1 task force that weeds out issues and doesn't
2 present them. If this body wants this, they will
3 vote for it. If they don't, they won't. But I
4 trust and the value of the membership's
5 participation in its wisdom as to what we should
6 or shouldn't do and I ask for your vote and your
7 opinion.

8 MR. URO: I fully agree you should
9 introduce. I'm just trying to give everybody, the
10 members, the benefit of the information that,
11 again, people spent hundred hours on this.

12 MR. FIKE: Is there any -- seeing no
13 further discussion, the question is on adoption of
14 the proposed amendment to Bylaw 401, Sections 4
15 and 7 as found in the Book of Reports in the
16 Bylaws Section 10, Subsection C. This motion
17 requires a two-thirds vote for adoption and the
18 vote will be taken electronically.

19 Are you ready for the question?

20 Ms. Mullinix, please proceed with the vote.

21 MS. MULLINIX: Bylaw 401, Sections 4
22 and 7. 1, yes. 2, no. Voting is open. 5, 4, 3,
23 2, 1. Voting is closed.

24 MR. FIKE: There are less than
25 two-thirds in the affirmative and the motion is

1 lost. Bylaw 401, Sections 4 and 7 will remain
2 unchanged.

3 The next item for consideration
4 is the amendment to Bylaw 413, Section 1C proposed
5 by John Collins. It is included in your Book of
6 Reports in Bylaw Section 10, Subsection D.

7 The proposal is to change the
8 term limits for voting members of the Board. The
9 Rules Committee's rationale is printed in the Book
10 of Reports with the amendment. The question is on
11 adoption of the proposed amendment to Bylaw 413,
12 Section 1C as found in your Book of Reports.

13 Is there any discussion?

14 MR. COLLINS: Greg, I'll be brief.

15 I know everyone enjoys the Juan and John tag team,
16 but I won't add it this time.

17 The slight difference on this
18 one is it's not really a hard cap. It's just
19 asking for people to take a break. I wanted to
20 put it in last year and I didn't because I had
21 been coming off of a break and I didn't think -- I
22 didn't want anybody in this room to think I was
23 doing something for my benefit and I'm not.

24 But there are people that asked
25 that that be done so people could come back. Many

1 non-profit boards require people to take a break,
2 reenergize, bring new views, new opinions. I know
3 my view of the organization was different than it
4 was when I was on previously from having taken a
5 pause.

6 So that's why it's there and
7 also I wanted to make sure that I'm proposing
8 it -- for anybody else, I wanted to make sure I
9 was proposing for the seats that I'm in. So
10 that's why it's there.

11 MR. FIKE: Recognize the member.

12 MR. BALLISH: Chaz Ballish-Regueiro,
13 Adult Commissioner. I speak against this as
14 councils should have the right to choose an
15 individual based on the parameters we put forward,
16 not this body, and we would not want to be limited
17 in any way by the body nor would we want to limit
18 the Athletes Council, the Pro Council in any way.
19 These are issues -- our representatives come from
20 our councils and we should have the right to
21 reelect them and they should be able to serve at
22 our pleasure. Thank you.

23 MR. FIKE: Thank you. Is there any
24 further discussion? All right. Seeing none, the
25 question is on the adoption of Bylaw 413, Section

1 1C as found in your Book of Reports Section 10,
2 Subsection D. The motion requires a two-thirds
3 vote for adoption and the vote will be taken
4 electronically.

5 Are you ready for the question?

6 Ms. Mullinix, please proceed with the vote.

7 MS. MULLINIX: Bylaw 413, Section
8 1C. 1, yes. 2, no. Voting is now open. 5, 4,
9 3, 2, 1. Voting is now closed.

10 MR. FIKE: There are less than
11 two-thirds in the affirmative and the motion is
12 lost. Bylaw 413, Section 1C will remain
13 unchanged.

14 The next item for consideration
15 is the amendment to Bylaw 413, Section 2C as
16 proposed by John Collins. It is included in your
17 Book of Reports in the Bylaw Section, Section 10,
18 Subsection E. The proposal is to change the term
19 limit for Independent Directors from three to two
20 terms. The Rules Committee rationale is printed
21 in the Book of Reports with the bylaw amendment --
22 proposed bylaw amendment.

23 The question is on adoption of
24 proposed amendment to Bylaw 413, Section 2C as
25 found in the Book of Reports. Is there any

1 discussion?

2 MR. COLLINS: Greg, I would just
3 note that I greatly value the input and expertise
4 we get from the Independent Directors. The idea
5 to lower them from three terms to two was sort of
6 twofold.

7 One was to bring it in line with
8 the others, which are resounding unpopular today.
9 And then also the Independent Directors, when they
10 were brought in and added, were created to help
11 bring expertise to the Board of Directors where we
12 don't otherwise have expertise.

13 And -- but we as an organization
14 we're very loyal and once someone comes on we tend
15 to keep them for the full-time, but as you heard
16 from Juan, the composition of our Board regularly
17 changes and having a term limit of two term limits
18 would help us encourage to make sure we're
19 continually rebalancing to meet the needs of a
20 changing Board by bringing expertise that is not
21 otherwise there.

22 And so this would require us to
23 be more disciplined and, sort of, challenge our
24 loyalty. It's not meant in any way to be negative
25 with respect to the Independent Directors and

1 nothing about this would prevent Independent
2 Directors from running another position or finding
3 another way to participate and help us improve the
4 game. So it was simply done for good governance.

5 MR. FIKE: Is there any further
6 discussion? Yes, recognize the member. Hi,
7 Janet.

8 MS. CAMPBELL: Hi, Janet Campbell
9 with North Texas Soccer. I have very much
10 appreciated the work of the Independent Directors.
11 I very much enjoyed working with Juan on the
12 Governance Task Force. I would say that this is a
13 little different than the other term limits in
14 that we are looking for Independent Directors and
15 I question when someone has been on the Board for
16 two terms if you can still consider them for the
17 third term an Independent Director.

18 I do see some alliances that
19 form with different groups within the
20 organization. I think it's evidenced by the fact
21 that Carlos Cordeiro was an Independent Director
22 and then became the President of the organization.
23 So I do believe that there is some reason to
24 question a third term for an Independent Director.
25 Thank you.

1 MR. FIKE: Is there any further
2 discussion? All right. Hearing none, the
3 question is on adoption of the proposed amendment
4 to Bylaw 413, Section 2C as found in the Book of
5 Reports in the Bylaw Section 10, Subsection E.
6 This motion requires a two-thirds vote for
7 adoption and the vote will be taken
8 electronically.

9 Are you ready for the question?

10 Ms. Mullinix, please proceed with the vote.

11 MS. MULLINIX: Bylaw 413, Section
12 2C. 1, yes. 2, no. Voting is open. 5, 4, 3, 2,
13 1. Voting is now closed.

14 MR. FIKE: There are less than
15 two-thirds in the affirmative and the motion is
16 lost. Bylaw 413, Section 2C will remain
17 unchanged. Thank you.

18 The next item for consideration
19 is the amendment to Bylaw 109, Subsection 18
20 proposed by USASA. It is included in your Book of
21 Reports in Bylaw Section, Section 10, Subsection
22 F.

23 The proposal is to amend the
24 definition of "national association" for national
25 associations in the Adult Council. The Rules

1 Committee rationale is printed along with those --
2 that proposed amendment. The question is on
3 adoption of the proposed amendment to Bylaw 109 as
4 found in the Book of Reports in the bylaw section.

5 The motion requires a two-thirds
6 vote for adoption. Sorry. Is there any
7 discussion? I'm moving onto the vote quickly. Is
8 there any discussion? Yes, John Motta.

9 MR. MOTTA: Good morning, once
10 again. I want to just give you some historical
11 information on why USASA proposed this bylaw and
12 the second bylaw that will be coming up.

13 During the Governance Task Force
14 a few years ago, there was a lot of discussion
15 around the topic of why does the Adult Council
16 only have one member, which today is USASA, and
17 during the conversation -- and I heard what a lot
18 of people were saying -- I made a commitment that
19 we would definitely take a look at opening the
20 doors to allow more members into the Adult
21 Council.

22 This is one of the proposed --
23 one of the two proposals that I think would stop
24 to achieve more members into the Adult Council.
25 So what we did is we looked at a number that we

1 thought was a feasible number of adult players in
2 the United States, which we came up with a number
3 of 300,000. We really believe that 300,000 is the
4 number of adult players that could easily be
5 registered in the space of the adult soccer world
6 and we divided that number by 2, out of 150,000,
7 to make it feasible that possibly a second
8 national association could achieve that number and
9 become a national association and, thus, the
10 number of 150,000. So I just wanted to give you
11 that historical information and hope that you
12 would vote in the affirmative. Thank you.

13 MR. FIKE: Is there any further
14 discussion? All right. Hearing none, the
15 question is on adoption of the proposed amendment
16 to Bylaw 109, Section 18 as found in the Book of
17 Reports. Bylaw Section, Section 10, Subsection F.
18 The motion requires a two-thirds vote for adoption
19 and the vote will be taken electronically.

20 Are you ready for the question?

21 Ms. Mullinix, please proceed with the vote.

22 MS. MULLINIX: Bylaw 109, Section
23 18. 1, yes. 2, no. Voting is open. 5, 4, 3, 2,
24 1. Voting is now closed.

25 MR. FIKE: There are less than

1 two-thirds in the affirmative and the motion is
2 lost. Bylaw 109 will remain unchanged.

3 The next item for consideration
4 is the amendment to Bylaw 312, Section 3 proposed
5 by the Youth Council. It is included in your Book
6 of Reports in the Bylaw Section, Section 10,
7 Subsection G. The proposal is to increase the
8 number of commissioners in the Youth Council. The
9 Rules Committee's rationale is printed in the Book
10 of Reports as well.

11 The question is on adoption of
12 the proposed amendment as found in the Book of
13 Reports. Is there any discussion?

14 MR. LOCKHART: Hey, Greg.

15 MR. FIKE: Yes.

16 MR. LOCKHART: Todd Lockhart with
17 U.S. Youth Soccer. The purpose of this amendment
18 is to -- U.S. Youth will work collaboratively with
19 U.S. Club AYSO to select one of each, a referee, a
20 coach and an athlete for this event.

21 MR. FIKE: Is there any other
22 discussion? Recognize the member.

23 MR. REGRUIT: Curt Regruit, New York
24 West State Youth Association. There was
25 discussion during our Youth Council meeting

1 yesterday regarding this proposal. There is one
2 line in there that discussion -- Lex thought it
3 should be removed, specifically that states that
4 three commissioner positions shall be allocated,
5 one for each national association and I think I
6 seem to recall, you can correct me, but I thought
7 we were going to delete that line from it, the
8 requirement that there be one from each of the
9 associations.

10 Secondly, there is no definition
11 specifically in this proposal with regard to the
12 definition of an athlete, a coach and so on.
13 Minimally, what I'd like -- I think would be
14 appropriate is lack of anything else that it be
15 specified that those candidates must be at least
16 18 years of age.

17 MR. FIKE: Is there any discussion
18 or motion?

19 MR. LOCKHART: Greg, I'll speak to
20 as Pete said yesterday in the Youth Council
21 meeting, they left that open so that we can work
22 collaboratively to select an athlete to be on
23 there. I mean, I don't think it's realistic to
24 expect someone less than 18 years old to devote
25 the time and effort and I think realistically it

1 gives us the freedom to collaboratively work
2 together to select the right person for that
3 position.

4 MR. FIKE: Thank you. The Chair
5 recognizes John Collins.

6 MR. COLLINS: Greg, I might be
7 misremembering, but I believe there's something in
8 our bylaws that already requires certain positions
9 be held by someone who is at least 18.

10 MR. FIKE: Yes, there is other --
11 other positions, but I'm not sure about the
12 commissioners.

13 MR. COLLINS: Okay.

14 MR. FIKE: It would be consistent --
15 certainly the Youth Council could adopt a rule
16 that says you have to be 18 without it being
17 specified in the bylaws.

18 MR. COLLINS: Correct.

19 MR. FIKE: Is there any other
20 discussion? All right. The question is on the
21 adoption of the proposed amendment to Bylaw 312 as
22 found in the Book of Reports -- Section 3 as found
23 in the Book of Reports, Bylaw Section 10,
24 Subsection G. The motion requires a two-thirds
25 vote for adoption and the vote will be taken

1 electronically.

2 Are you ready for the question?

3 Ms. Mullinix, please proceed with the vote.

4 MS. MULLINIX: Bylaw 312, Section 3.

5 1, yes. 2, no. Voting is now open. 5, 4, 3, 2,

6 1. Voting is now closed.

7 MR. FIKE: The vote is 77.91 percent

8 of the weighted vote in favor and 22.09 percent

9 opposed. Therefore, there are two-thirds in the

10 affirmative and the motion is adopted. Bylaw 312

11 is amended as proposed.

12 All right. The next item for

13 consideration -- let me make sure I'm on the right

14 spot. The next item for consideration is the

15 amendment to Bylaw 312, Section 3D proposed by the

16 Youth Council as well. It is included in your

17 Book of Reports, Bylaw Section, Section 10,

18 Subsection H.

19 The proposal is to amend the

20 term of the commissioners in the Youth Council.

21 The Rules Committee rationale is printed in the

22 Book of Reports as well with the bylaw.

23 The question is on adoption of

24 the proposed amendment to Bylaw 312, Section 3D as

25 found in the Book of Reports. Is there any

1 discussion? Todd?

2 MR. LOCKHART: Yes. Todd Lockhart
3 with U.S. Youth. As an example for this bylaw for
4 U.S. Youth, the Chair and the Vice Chair are
5 selected to serve as a youth commission, and the
6 basis of this amendment proposal is if you're not
7 eligible, then you shouldn't hold that seat any
8 longer.

9 For example, if I as Vice Chair
10 was not reelected, then I'm not -- I should not be
11 eligible to serve on the youth commission and
12 that's the intent here.

13 MR. FIKE: All right. The Chair
14 recognizes John Collins.

15 MR. COLLINS: I understand the issue
16 that USYS wants to address here. There's a bylaw
17 proposal coming up that Mike Cullina has submitted
18 that I think addresses this in a more elegant
19 fashion.

20 The issue has been that people
21 have lost their seats or they're termed out of
22 their seats at USYS, but when they're elected as
23 to the Board of Directors of U.S. Soccer, it's
24 from the Youth Council as a whole which means
25 they've been elected not just by USYS, but they've

1 been elected by U.S. Club and AYSO who also have
2 votes at the Youth Council and I think having
3 people because you lost your seat at USYS to say
4 you can't serve at the Board of Directors anymore
5 I think diminishes the role of the Youth Council
6 and the input from the minority members of that
7 council.

8 There's a bylaw proposal coming
9 up that would move the -- allow the Youth Council
10 to move its elections to the time of the US- -- to
11 the time it chooses, which means they would
12 probably move to when the USYS elections are which
13 would eliminate the need, but it would do it
14 without challenging the respect of the other
15 members of the Youth Council side.

16 So I would recommend that the
17 people support the one from Mike Cullina, which
18 accomplishes the same goal they're trying to
19 accomplish here, but does it in a way that is
20 respectful of the Youth Council and the election
21 as a whole.

22 MR. FIKE: Is there any further
23 discussion? All right. Hearing none, the
24 question is on adoption of the proposed amendment
25 to Bylaw 312, Section 3D as found in the Book of

1 Reports in Bylaw Section 10, Subsection H. The
2 motion requires a two-thirds vote for adoption.
3 The vote will be taken electronically.

4 Are you ready for the question?

5 Ms. Mullinix, please proceed with the vote.

6 MS. MULLINIX: Bylaw 312, Section
7 3D. 1, yes. 2, no. Voting is now open. 5, 4,
8 3, 2, 1. Voting is now closed.

9 MR. FIKE: There are less than
10 two-thirds in the affirmative and the motion is
11 lost. Bylaw 312 will remain unchanged.

12 The next item for consideration
13 are the amendments proposed by Mike Cullina. This
14 is included in your Book of Reports and these
15 bylaw amendments are to 312, Sections 2A and 3D;
16 Bylaws 313, Sections 2A and 3D; Bylaw 412,
17 Sections 4 and 5 and those amendments are included
18 in your Book of Reports.

19 Bylaw Section 10, Subsection I
20 the proposal is to add to the responsibilities of
21 the Youth and Adult Council and establish a date
22 for -- allow the councils to establish a date for
23 their annual meetings of each council. The Rules
24 Committee's rationale is printed in the Book of
25 Reports.

1 The question is on adoption of
2 these proposed amendments taken together as they
3 are found in the Book of Reports in Bylaw Section
4 10, Subsection I. Is there any discussion? Mike.

5 MR. CULLINA: Yeah. First of all,
6 I'd just like to recognize in the new spirit of
7 collaboration in John Collins referring to
8 something I wrote as elegant. So thank you, John,
9 and he said it better than I could as to what the
10 intent of this proposal is.

11 MR. FIKE: Is there any further
12 discussion? All right. The question then is on
13 the adoption of the proposed amendments to Bylaw
14 312, Sections 2A and 3D; Bylaws 313, Sections 2A
15 and 3D; Bylaw 412, Sections 4 and 5 as found in
16 the Book of Reports and the Bylaw Section
17 Subsection 10, Subsection 9 taken together. The
18 motion requires a two-thirds vote for adoption and
19 the vote will be taken electronically.

20 Are you ready for the question?

21 Ms. Mullinix, please proceed with the vote.

22 MS. MULLINIX: Bylaw 312 Section 2A,
23 3D; Bylaw 313, Sections 2A and 3D; Bylaw 412, 4
24 and 5. 1, yes. 2, no. Voting is now open. 5,
25 4, 3, 2, 1. Voting is now closed.

1 MR. FIKE: The vote is 95.41 percent
2 of the weighted vote in favor and 4.5 percent of
3 the vote opposed. Therefore, there are two-thirds
4 in the affirmative and the motion is adopted. The
5 bylaws -- I'm not going to read them all again --
6 as proposed are included -- are amended. Thank
7 you.

8 The next item for consideration
9 is the amendment to Bylaw 313 proposed by USASA.
10 The amendment is included in your Book of Reports
11 Bylaw Section, Section 10, Subsection J. The
12 proposal is to align the player registration
13 requirements with the bylaw in 109(18), create a
14 new membership category for the Adult Council and
15 increase the number of adult commissioners.

16 The Rules Committee's rationale
17 is printed in the Book of Reports in that bylaw
18 section as well. The question is on adoption of
19 the proposed amendment to Bylaw 313 found in the
20 Book of Reports.

21 Is there any discussion? John
22 Motta.

23 MR. MOTTA: Yes. Thanks again. I
24 already gave you the historical information on why
25 we proposed these and we, again, felt that in

1 order to be more inclusive in the Adult Council
2 that we would come up with a new category, which
3 is an affiliate member of the Adult Council, which
4 would only require members to have 20,000 members
5 to become a member, and, with that, we would also
6 ask that we add another commissioner seat to give
7 that commissioner seat to that new member. So I
8 would ask for your vote on this proposal.

9 MR. FIKE: I'll recognize the
10 member.

11 MR. SCRIVEN: Craig Scriven.
12 Firstly, little historical. If I ever thought I'd
13 stand up here working alongside Richard Groff
14 years ago when I first met him, it would have -- I
15 wouldn't be here.

16 Richard has worked on this.
17 He's been a great person and over the years to get
18 to know John alongside him over the years, we've
19 grown a lot closer together. This proposal would
20 primarily affect us and join in the Adult Council,
21 but it's something we want to collaborate with.
22 We want to work together and as we will speak
23 about growing the game I think open lines of
24 communication between members and working together
25 in programming and seeing how we can benefit the

1 game is -- is definitely good for the game. So
2 I'd speak alongside John on this and ask for your
3 vote. Thank you.

4 MR. FIKE: I don't usually do this,
5 John, but I'm going to ask if you're willing to
6 consider a friendly amendment only in the sense
7 that it has the 150,000 player amendment in there
8 still, which it's in the section in the bylaws
9 related to the definition of national
10 associations.

11 Would you consider removing that
12 amendment and voting on the bylaw as amended?

13 MR. MOTTA: I would accept it.

14 MR. FIKE: Okay. Thank you.

15 MR. COLLINS: Greg, if I can.

16 MR. FIKE: John, sorry.

17 MR. COLLINS: I would like to echo
18 Greg's comment and applaud and thank U.S. Adult
19 Soccer for working to open the Adult Council to
20 let in a new category of membership, but I would
21 like to also say this is, like, a first step.
22 It's kind of half a vote. They're letting them
23 come in as a National Affiliate to participate in
24 the Adult Council, in yesterday's meetings in the
25 Adult Council, but they have not -- and I'm

1 hopeful and optimistic once they work together
2 maybe they'll be coming back to us and ask that
3 they let them be recognized in the Adult Council
4 voting mechanism, which is in this body today.

5 This proposal doesn't go that
6 far, but this is a nice first step and hopefully
7 as they work together and get collaboration they
8 would consider that.

9 MR. FIKE: Thank you. Is there any
10 further discussion? I'm just going to clarify
11 that there was a friendly amendment. So we're
12 voting on the bylaw as amended. It won't include
13 the reference to the 150,000 registered players as
14 the definition of national association in
15 Section -- Bylaw 313, Section 1B. That amendment
16 has been removed. The rest of the amendment will
17 stand. All right. Sorry. I'm going to go back
18 to my information.

19 So the question is on the
20 adoption of Bylaw 313 as amended. The motion
21 requires a two-thirds vote for the adoption and
22 the vote will be taken electronically.

23 Are you ready for the question?

24 Ms. Mullinix, please proceed with the vote.

25 MS. MULLINIX: Bylaw 313 as amended.

1 1, yes. 2, no. Voting is open. 5, 4, 3, 2, 1.

2 Voting is now closed.

3 MR. FIKE: The vote is 94.58 percent
4 in favor and 5.42 percent opposed. Therefore,
5 there are two-thirds in the affirmative and the
6 motion is adopted. Bylaw 313 as amended is
7 amended as proposed. Thank you.

8 Okay. We're done with the
9 bylaws. That's the good news. So now we move
10 onto the policy amendments. These are included in
11 your Book of Reports, and we have a slightly, I
12 guess, unusual -- it hasn't come up before this
13 body in a while for a vote -- a change to our
14 fees.

15 So included in your Book of
16 Reports Section 11 is the policy amendment to
17 lower the fees for adult players from \$2 to \$1.
18 Since this is an amendment to membership fees, it
19 must be recommended by the Board and approved by
20 the National Council by a 60 percent vote pursuant
21 to Bylaw 214. We'll now proceed to the
22 consideration of that proposed amendment.

23 The item for consideration is as
24 described. The amendment was recommended by the
25 Board to the National Council on January 19th of

1 this year. The question is on adoption of the
2 amendment to Policy 214-2 as found in the policy
3 amendments section of the Book of Reports
4 Section 11.

5 Is there any discussion? The
6 Chair recognizes Cindy Cone.

7 PRESIDENT CONE: Yes, I proposed
8 this amendment. I think currently we have a
9 fairness issue with the youth fee at \$1 and the
10 adult fee at \$2. So in the matter of fairness, to
11 make all registration fees \$1. Hopefully, this \$1
12 will help all of you invest back in the game and I
13 know we need to really think about how we are
14 going to grow the adult game. I know this doesn't
15 solve it, but hopefully it helps for us to really
16 start to strategize together to see how we are
17 going to continue to grow the adult game. Thank
18 you.

19 MR. FIKE: The Chair recognizes the
20 member.

21 MR. SADOWSKI: Good morning. Jim
22 Sadowski for Metropolitan D.C./Virginia Soccer
23 Association. It's so nice to be on the other side
24 of this issue now supporting it. I thank the
25 Board. I thank Cindy for supporting it and it's a

1 little bit anti-climatic for me to not be able to
2 go at it with the parliamentarian. So I thought I
3 would think of an out-of-the-box question for the
4 parliamentarian.

5 Would it be out of order for me
6 to ask for a 1 v 1 versus the parliamentarian on
7 the mini pitch?

8 MR. FIKE: We're not taking that as
9 a motion, but we're happy to have a discussion
10 afterwards at the bar.

11 MR. SADOWSKI: Thank you very much,
12 Cindy, for putting forth this proposal.

13 MR. FIKE: Thank you, Jim. Yes,
14 John Collins.

15 MR. COLLINS: Once again, earning my
16 reputation as probably the least popular guy in
17 soccer. I speak against this motion. We
18 presented a budget today that has a \$9.5 million
19 projected deficit. Our deficit for this fiscal
20 year we just passed is multiple of that negative.
21 We'll see exactly what it is at the end of this
22 month. We had to tighten our belts. We had to do
23 all sorts of cuts to our budgets.

24 We had ENT camps where we had to
25 reduce. We weren't able to bring out the disabled

1 or disability soccer committee people, which we
2 have done historically. I think that we should
3 not be voting to reduce a fee.

4 I think we should be having a
5 discussion about how we raise our fees. Fees were
6 last raised over 20 years ago. You know, the \$1,
7 \$2 are down to, like, \$0.28 and \$0.56 or whatever
8 when you look at them on an inflation basis. We
9 have an opportunity to grow the game. We need to
10 grow it at the grassroots. It's going to take all
11 of us working together and I don't think setting
12 the precedence of now cutting fees is what's going
13 to get us to grow the organization. I
14 respectfully -- vote -- that you vote against this
15 so that we can then move forward together on
16 trying to figure out how we improve our
17 organization altogether.

18 MR. FIKE: Is there any other
19 discussion? Okay. The Chair recognizes --

20 MR. BALLISH: Chaz Ballish, Adult
21 Commissioner. I respectfully disagree with
22 Mr. Collins once again. We need to grow the game
23 and a hundred percent of this fee is not going to
24 the national association. It's going back to the
25 state associations.

1 Our Board of Directors has
2 already made that very clear. We need to lower
3 the cost for unaffiliated leagues to join us. We
4 need to increase services for unaffiliated leagues
5 and to create new leagues. This is an attempt to
6 grow income by growing the game. Thank you.

7 MR. FIKE: Any further discussion?
8 Hearing none, the question is on adoption of the
9 proposed amendment to Policy 214-2 as found in the
10 policy amendment section of the Book of Reports.
11 This motion is a motion that requires 60 percent
12 of the vote for adoption and the vote will be
13 taken by keypad.

14 Are you ready for the question?
15 Sixty percent vote, yes, to be clear.
16 Ms. Mullinix, please proceed with the vote.

17 MS. MULLINIX: Amendment to policy
18 214-2. 1, yes. 2, no. Voting is now open. 5,
19 4, 3, 2, 1. Voting is now closed.

20 MR. FIKE: There are more than 60
21 percent in favor of the amendment to Policy 214
22 and, therefore, it is adopted. All right. I'm
23 going to try to take all the amendments to the
24 policies for -- the next topic is the affirmation
25 of policies as adopted by the Board throughout the

1 year found in the Book of Reports Section 12.

2 I'm going to try to go ahead and
3 take those all together as proposed to consider
4 that affirmation, you know, together on block --
5 on block under the current consent agenda
6 procedure. These are amendments to policies or
7 new policies adopted by the Board including -- I
8 apologize for the long list in advance -- 105,
9 411-2, 431-1, 501-1, 701-1, 702-1, 703-1,
10 102(4)-1, 212-13, 521-1, 521-2 and 531-1.

11 If there's no objection to the
12 Board's amendment to the policies or new policies
13 adopted by the Board over the course of the year,
14 we will approve them on block. Is there an
15 objection?

16 MR. MOORE: Just one question.

17 MR. FIKE: Sure.

18 MR. MOORE: Tom Moore, California
19 Soccer Association North and USASA Region 4 Deputy
20 Director.

21 Questions about the ratification
22 of policy change to U.S. Soccer Policy 531-1.
23 531-1 is a policy that creates state referee
24 committees. Some of the state referee committees
25 in Region 4 asked about the intent of the proposed

1 revision that allows U.S. Soccer national
2 associations to appoint a person to each state
3 referee committee and states that the national
4 association operates here.

5 So the question is what is the
6 intent of the provision regarding voting or
7 non-voting status of such appointees on a state
8 Referee Committee? What was the intent with
9 respect to who would be determining that voting
10 status?

11 MR. FIKE: Thank you. I'll let Bill
12 Taylor, who originally proposed the policy,
13 address that.

14 MR. TAYLOR: It was actually the
15 referee working group, that was a collaboration of
16 board members, SRAs and RefCo members as well. It
17 wasn't my proposal. It was a large group of us,
18 but the intent behind it was just a low-hanging
19 fruit proposal to increase collaboration amongst
20 our national members to bring -- to allow a seat
21 at the table so that all of our members have an
22 opportunity to have their voice be heard basically
23 and have input and a seat at the table.

24 So as far as the voting part of
25 it that you're referring to, we left that up to

1 the individual SRCs to have flexibility in that
2 decision. We felt that it was most important to
3 not get caught up in voting, non-voting, but
4 rather to representation and a seat at the table.
5 So that is the intent of it. I hope that answers
6 it.

7 AUDIENCE: Can we bifurcate that
8 policy?

9 MR. FIKE: We can potentially. So
10 if everybody wants to do that, we can. I just
11 want to make sure there are no other objections to
12 any other policies.

13 AUDIENCE: I have a concern about
14 this particular section. I agree with the idea we
15 should need to work all together in terms of
16 running these programs, especially referees. I
17 think it's a very important aspect of it, but 531
18 has some major issues and I think we should
19 address the whole policy of 531 and maybe go back
20 and, you know, investigate as to how we can
21 include and bring everybody into that program
22 because at this point part of it in terms of --
23 there's also, I think, some legal issues because
24 some of the SRCs are, you know, separate
25 independent corporations that have boards,

1 officers and also we have financial implications
2 here.

3 So, I think, in general, the
4 idea I encourage it and I support it. However, I
5 feel at this point I think it's sort of a Band-Aid
6 approach and as Mr. Taylor said it's, you know, an
7 effort to bring inclusiveness into the program and
8 I agree, but I think we should really take another
9 look at 531 altogether and come back and review
10 and come up with some ideas that addressed today's
11 world that we're in really in terms of SRAs, SYRAs
12 and so forth.

13 So incidentally all these
14 Federations in terms of their referee program,
15 they're actually reducing some of the individuals
16 that are involved and I think particularly about
17 the SDI and also the development or mentor.

18 So there is actually an effort
19 to reduce the number that is involved. So I would
20 say at this point I would like to see this, sort
21 of, removed and addressed in a more detailed
22 manner so we can address our needs for the future.
23 Thank you.

24 MR. FIKE: Thank you. So I haven't
25 heard any other objections to the other ones. So

1 what we're going to do is from on block
2 consideration remove 531-1 and consider that
3 separately since there's no objections to any of
4 the others. So since there's no objection to any
5 of the others -- I apologize. I just need to read
6 it for the record.

7 The policies that were adopted
8 by the Board are -- the new policies adopted by
9 the Board, the amendment to policies, including
10 105, 411-2, 431-1, 501-1, 701-1, 702-1, 703-1, and
11 102(4)-1, 212-3, 521-1 and 521-2 are hereby
12 approved on block. So those have been ratified.

13 And then we are going to
14 separate out 531-1 for consideration now. So are
15 there any -- is there any other discussion about
16 Policy 531-1?

17 MR. COLLINS: Greg?

18 MR. FIKE: Yes.

19 MR. COLLINS: Gus, I appreciate your
20 comments and, Tom, I think there was an answer as
21 to how to do it. What I would ask the body is
22 that referee issues are always difficult and how
23 we work forward with them, but I think that we
24 should not let perfect be the enemy of the good.
25 I think this is a significant improvement in

1 helping the referee, but we all acknowledge there
2 is more work to do.

3 So we can do what Gus is asking,
4 but we should do this first to make sure we have
5 better representation on the Referee Committee and
6 everybody that is using referees to help us grow
7 the program.

8 MR. FIKE: Is there any other
9 discussion? All right.

10 Hearing none, the question is on
11 affirmation of the amendment to Policy 531-1 as
12 found in the Board-approved policies section of
13 the Book of Reports. This motion requires a
14 majority vote for adoption and the vote will be
15 taken by keypad.

16 Are you ready for the question?

17 Ms. Mullinix, please proceed with the vote.

18 MS. MULLINIX: Amendment to Policy
19 531-1. 1, yes. 2, no. Voting is now open. 5,
20 4, 3, 2, 1. Voting is now closed.

21 MR. FIKE: The vote is 85.27 percent
22 of the weighted vote in favor and 14.73 percent
23 opposed. Therefore, there is a majority in favor
24 and the Board's amendment to Policy 531-1 is
25 affirmed. The policy as amended will remain in

1 effect. Thank you so much to everybody. That
2 concludes the policies section.

3 PRESIDENT CONE: All right. Thank
4 you, Greg, and thank you to everyone. I
5 appreciate everyone's work today and, as I said
6 earlier, I am just incredibly excited about our
7 future.

8 As your partners, we are here to
9 listen and assist in all ways and there's no doubt
10 that with us working together the opportunities
11 are limitless. I'm looking forward to spending
12 some quality time together at tonight's awards
13 dinner and for the coming years as we drive the
14 sport forward.

15 Before we go, I'm pleased to
16 announce that next year our AGM will be held in
17 Dallas February 8-11. And as we adjourn our 2023
18 Annual General Meeting, we'll finish with some of
19 the incredible messages you all sent in for the
20 Good of the Game.

21 After the video concludes, we
22 will offer the opportunity for anyone in person
23 that would like to celebrate something about our
24 game or someone in our game to please make their
25 way to one of the microphones. And post-meeting,

1 once we are adjourned, there is a pitch just
2 outside the lobby and I hear there's some bets
3 going on of the Athletes Council versus the Adult
4 Council. So put your boots on and head out to the
5 field.

6 But please take a look at the
7 board for the videos for now.

8 MR. SMITH: Greg Smith here,
9 executive director for the Maryland State Youth
10 Soccer Association. Thank you to U.S. Soccer for
11 their generous Innovate to Grow fund grant helping
12 us to expand our Let's Play afterschool program.
13 It's hard to believe that over the past year and a
14 half the program has grown from 4 to 10 schools
15 and to know by this time next year we will be in
16 over 20 schools serving over 3,000 children who
17 have traditionally been underserved and
18 underresourced. The program works. Title 1 and
19 community schools have funding available. All
20 that is needed is great people like you to commit
21 to bringing this program to your local
22 communities.

23 We can make a difference in our
24 communities. We will grow the game of soccer and
25 everyone at MSYSA believes that we should be doing

1 that together. So send us an e-mail and we will
2 provide you with all the program materials in add
3 addition to thought partnership because we are One
4 Nation One Team.

5 MR. SANNEH: Hello, folks. My name
6 is Tony Sanneh, CEO of the Sanneh Foundation, also
7 former 2002 U.S. National Team World Cup veteran.
8 I'm here in Minnesota partnering with Steve Main
9 about the Minnesota State Association working on
10 anti-discriminatory practices within the game. So
11 our doing good in the game includes training over
12 10,000 MLS academies and MLS NEXT academies on how
13 to recognize, respond, report and resist
14 discriminatory behavior in this sport's ecosystem.
15 Thank you.

16 MR. CARLSON: Welcome to my hometown
17 of San Diego, California. My name is Roy Carlson.
18 I am currently a U.S. Adult Soccer Region 4
19 Secretary and past President of Cal South. I
20 wanted to take this opportunity to thank Duncan
21 Riddle for his years of service as the Executive
22 Director of U.S. Adult Soccer and I wish him the
23 very best in the future.

24 MS. FABRY: Hi. I'm Candice Fabry,
25 owner of Fearless and Capable, a mentorship

1 program serving girls and women across the
2 country. We're partnering with state
3 associations, clubs and organizations to help them
4 align their mentorship goals to grow, promote and
5 lead with more female leaders in the game.

6 Along with my work here at
7 Fearless and Capable, I also serve as a U.S.
8 Soccer grassroots instructor. The mentorship is a
9 key to keeping this game growing for the female
10 gender.

11 Having the access to relatable
12 mentors who have gone through what we have gone
13 through to give the access to consistent
14 mentorship that they can count on and to have the
15 reliability to have someone there that has been
16 through what you've been through and can give
17 guidance in knowledge and resources is where we're
18 going to see the ability to keep the game going
19 strong today and for the future.

20 MS. HALTERMAN: Hi, I'm Kendra
21 Halterman. I am the new commissioner of the
22 Women's Premier Soccer League. As the WPSL
23 celebrates it's 25th year, I am proud to have been
24 involved in this league in multiple capacities
25 over the last two decades.

1 Since 1998, the WPSL has been
2 the pinnacle platform for providing player
3 development in the United States at the amateur
4 level. As we celebrate our 25-year history, we
5 stay committed to our goal of supporting these
6 female athletes and advancing the women's game.

7 PRESIDENT CONE: All right. If we
8 have anyone that would like to speak for the Good
9 of the Game, please make your way to one of the
10 microphones.

11 MS. CAMPBELL: Hello. Janet
12 Campbell again with North Texas Soccer. First of
13 all, I want to say that I saw a lot of passion in
14 the group about paying the President, and I do
15 know that Cindy has put in a lot of hours and
16 worked hard for us and I would hope that we do
17 move forward with setting up the committee so that
18 there can be further discussion on how we can help
19 to make that position whole.

20 But I also, for the Good of the
21 Game, wanted to sincerely thank Cindy, JT, Bill
22 Taylor and others behind the scenes who have
23 worked to improve the member focus over the last
24 year. I can tell you from the point of view of
25 North Texas, we have really felt that the

1 Federation is behind us and through the referee
2 program efforts, through the player health and
3 safety program, through the approach to the budget
4 it was -- it was great this year. We really
5 appreciate that as well as the development of the
6 Membership Advisory Committee. So thank you so
7 much.

8 PRESIDENT CONE: Thanks, Janet. No
9 worries. I'll continue marching forward as your
10 President. We'll go over here to John. John, you
11 just -- I never know where to find you. Go ahead,
12 John.

13 MR. COLLINS: Don't worry. There's
14 still only one of me.

15 PRESIDENT CONE: Oh, thank, God.
16 Thank you. And we're done with the Good of the
17 Game.

18 MR. COLLINS: I would like to
19 mention a Good of the Game to everyone's attention
20 in case people missed it and congratulate Julianne
21 Sitch, the men's soccer coach at the University of
22 Chicago that won the NCAA Division III title.

23 PRESIDENT CONE: Go ahead, Tom.

24 MR. MOORE: Madam President, Tom
25 Moore. I rise for two purposes. First, to thank

1 the commissioners of the Adult Council for giving
2 me the privilege of issuing the traditional
3 challenge from the Adult Council to the Athletes
4 Council for a friendly match here at the AGM.

5 I must, however, in all fairness
6 point out to the Athletes Council what has
7 transpired during the pandemic. This tradition
8 goes all the way back to 2019. Unfortunately in
9 that year, the Adults did not prevail over the
10 Athletes. We tried again in Nashville and got a
11 lot better, but still didn't quite prevail, but
12 three years have now gone by and those members of
13 the Athletes Council are now three years older.

14 We on the other hand -- our
15 strategy has been to recruit young, new Adult
16 Council players. So the question today will be
17 whether youth and inexperience is going to prevail
18 over age and experience. Come on out and watch to
19 find out. Thank you.

20 AUDIENCE: Thank you. As part of
21 funds on U.S. Soccer Federation to address claim
22 of discrimination. Sport of funds over the years
23 has called for reforming the governance system of
24 the U.S. Soccer Federation "USSF" to open fair
25 competition and maximum participation by American

1 for all communities. That is why I'm concerned
2 about the claim made by Association National
3 Futbol for Soccer in the United States about fair
4 and discriminatory practices by USSF.

5 PRESIDENT CONE: Isaias, I'm going
6 to cut you off there. This is for the Good of the
7 Game. There are other ways for you to file a
8 grievance. So I'll ask you to take your seat
9 because this is for the Good of the Game. You're
10 out of order. Please sit down. Over here to
11 Dave.

12 MR. GUTHRIE: A couple of things
13 having the privilege of working with our
14 Independent Director over the last year or so.
15 I've been very impressed with the sincerity and
16 his willingness to just invest and that can be
17 available to have a sense of urgency when things
18 need to be accomplished. So I wanted to say thank
19 you to Juan Uro.

20 Also, we've had conversations
21 about the Federation finding its way back to being
22 a service and support organization and the opening
23 video is so different than what we've seen in the
24 past and if that's reflective of where our future
25 is I'm extremely encouraged and want to say thank

1 you to whoever directed and put together that
2 video. Thank you very much.

3 MR. AHRENS: Thanks, Cindy. Just --

4 PRESIDENT CONE: Is there only one
5 of you as well?

6 MR. AHRENS: I'm everywhere. Don't
7 worry about that. The first thing I'd like to say
8 I've gotten to know many of you. For those of you
9 who don't know me, my name is Chris Ahrens and I
10 Chair the Athlete Council mostly because no other
11 athlete actually wants to chair it. So I'm left
12 standing before you, but what I wanted to say as
13 we went through the Governance Task Force process
14 and I know that's behind us, but I want to stand
15 before you and say on behalf of the athletes we're
16 incredibly grateful for all the work you're doing
17 for the game.

18 We understand the game is built
19 by volunteers. We haven't lost sight of that. So
20 I just generally wanted to thank you and on that
21 point I need to offer up some other thanks as we
22 have some athletes who are rolling off our council
23 and welcoming in new athletes. So in the front
24 row there, I need to thank Kevin Hensley, former
25 what is now called the CP National Team captain.

1 He is rolling off and was a fantastic member of
2 the Athlete Council.

3 And then we have very well-known
4 and two-time gold medalist Lindsay Tarpley has
5 been a fantastic member as well. A little known
6 fact about Lindsay she was the first-ever captain
7 of our U-19 Women's National Team. I just learned
8 that. So I wanted to thank them.

9 And, lastly, I want to direct
10 the attention to some of our very eager and
11 engaged newly elected members. We're very excited
12 to get to work. They're here today in a learning
13 capacity and so it was an eye-opening experience
14 for them, but I would encourage you to go out of
15 your way to get to know them. The Athlete Council
16 is here to work with all of you, not against you,
17 and I hope that has become clear over the past few
18 years. So thank you to all of you.

19 MR. NEIL: I'm Trip Neil. I'm with
20 U.S. Deaf Soccer. I just wanted to share that,
21 first of all, our Women's Deaf National Team won
22 the Deaflympics this past year. Both the Men's
23 and Women's teams are preparing this year for the
24 Deaf World Cup in Malaysia in September and
25 October. So all of your support is needed.

1 It was at an AGM, I think it was
2 the one in Hawaii, where I shared, hey, we're
3 always looking for deaf soccer players. They're
4 in your organizations, they're in your
5 affiliations, they're in your leagues, they're in
6 your schools, whatever.

7 And Bill Taylor actually heard
8 that message in Hawaii and came up to me
9 afterwards, after I spoke, and said "Hey, I've
10 got -- I've got a deaf player and he's actually
11 got a brother" and both of those players are now
12 on our Deaf National Team. So I wanted to take
13 this opportunity to say the men and women in your
14 organization, if you can find them, they're out
15 there and we would love to include them both
16 within U.S. Deaf Soccer Association and those that
17 are talented with an opportunity to try out for
18 the Extended National Team.

19 And, lastly, I'll just share
20 that there's a deaf referee that U.S. Soccer
21 highlighted, Andrew Kirst, years ago that did a
22 promotion around his journey and we are very proud
23 to announce that he's been accepted by the
24 Malaysia organizing committee to officiate the
25 Deaf World Cup later this year. So, thank you.

1 MR. KIRSCHMAN: Hi, my name is
2 Lieutenant Colonel Jeremiah Kirschman. I'm with
3 the United States Air Force and Armed Forces
4 Sports Council. I'm the head coach for Team USA's
5 Armed Forces Sports Men's Team.

6 In 2022, we had a great year.
7 We hosted the largest military Women's World Cup
8 in the history of women's military World Cups.
9 Mr. Bill Taylor came out. We're really thankful
10 for U.S. Soccer's support. This year our Women's
11 Armed Forces National Team will be competing in
12 the Netherlands representing Team USA, but I
13 wanted to give a big shout-out to Mr. Bill Taylor
14 and your staff. Thank you so much for the
15 support.

16 MR. PINORI: Bright lights. Pete
17 Pinori from Eastern New York. A couple of things
18 I want to say. Number one, we have one of the
19 biggest leagues -- amateur leagues in the United
20 States this year in celebrating a hundred years in
21 existence. That's the Cosmopolitan Soccer League.
22 So that's a good accomplishment.

23 All right. Also, Eastern New
24 York is celebrating 110 years that we've been
25 around. I think we're one of the oldest state

1 associations in the nation. That's number two.

2 And, lastly -- lastly, I'd like to say I think

3 it's about time we go back to Hawaii for an AGM.

4 PRESIDENT CONE: You saw the budget.

5 I'll talk to Dave Wright about increasing our

6 finances so we can afford a Hawaii AGM again.

7 MR. RAWSON: Don Rawson - Virginia

8 Youth Soccer Executive Director. I just wanted to

9 thank Cindy, JT, everybody that had anything to do

10 with the participant safety session that happened

11 this weekend and anything to do with the

12 challenges that you faced with the results of the

13 Yates Commission.

14 I want to thank everybody that

15 has been involved because I know all of the work,

16 the tiredless work, the passion that everybody has

17 put into the work, the professionalism of your

18 staff is extraordinary and I want to thank

19 everybody because I believe it will make the game

20 much better, much safer and will help us grow the

21 game. So thank you to everybody involved.

22 MR. MOTTA: I guess Cindy saves the

23 best for last, right?

24 PRESIDENT CONE: You're not last.

25 But you are the best, John.

1 MR. MOTTA: I expect that from you.
2 Anyways, the Adult Council is, again, going to
3 sponsor -- do the Hank Steinbrecher Cup this year
4 and I'm happy to announce that this year we do
5 have four national winners from four different
6 groups that are all members of U.S. Soccer.

7 So the USASA winner will
8 participate, the USSSA winner will participate,
9 the USL Two winner will participate and the UPSL
10 winner will participate. So for the first time,
11 the champions of those four leagues will be
12 meeting in Tucson, Arizona -- and why Tucson?
13 Hank Steinbrecher resides in Tucson and I really
14 felt that Hank has lot of passion for the Cup
15 named after him, of course.

16 So as we all know Hank's health
17 does not permit him to travel long distances. So
18 I made the decision to bring the Cup to Hank. It
19 will be held the first weekend in June and I would
20 invite anyone who has the opportunity to come out
21 and watch the best amateur soccer probably in the
22 country, the four national winners, to determine
23 who is the best amateur team in the country.
24 Thank you.

25 PRESIDENT CONE: Go ahead, Juan.

1 MR. URO: I'd like to follow the
2 best. So, John, always happy to be after you. It
3 was said yesterday, but I want to recognize Mana
4 Shim. The courage, the advocacy and the
5 leadership on making our sport safer takes a lot
6 of courage, a lot of hard work and I have been
7 absolutely impressed to have that leadership in
8 our sport.

9 PRESIDENT CONE: Thanks, Juan. You
10 stole one of mine, but my other one is we have two
11 board members that are rolling off from the
12 Athletes Council; Nicole Barnhart and Nelson
13 Akwari. I just want to thank them publicly for
14 their service. They have both been tremendous,
15 tremendous Board members and we will miss them,
16 but we're looking forward to welcoming the two new
17 athlete reps to the Board. So this adjourns our
18 meeting. Meet you out on the pitch.

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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 in San, Diego, California on
8 March 18th, 2023, then reduced to typewritten form
9 consisting of 105 pages herein; that the foregoing
10 is a true transcript of the proceedings had.

11

12

13 In witness hereof I have hereunto set my
14 hand this 3rd day of May, 2023.

15

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Steven J. Brickey, RMR, CRR

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