

MINUTES
UNITED STATES SOCCER FEDERATION, INC.
BOARD OF DIRECTORS MEETING
VIDEO CONFERENCE
JUNE 13, 2020
2:00 P.M. CENTRAL TIME

PRESENT: Chris Ahrens, Carlos Bocanegra, Lisa Carnoy, Cindy Parlow Cone, Carlos Cordeiro, Mike Cullina, Don Garber, Patti Hart, Lori Lindsey, Steve Malik, Richard Moeller, John Motta, Tim Turney, Juan Uro, Will Wilson, Dr. Pete Zopfi

IN ATTENDANCE: Kay Bradley, Neil Buethe, Greg Fike, Sunil Gulati, Leah Holt, Kate Markgraf, Brian McBride, Pinky Raina, Earnie Stewart, others as indicated on the attached sheet

Cindy Parlow Cone called the meeting to order at 2:08 p.m.

Helen Syreggelas took roll call and announced that a quorum was present.

WELCOME AND APPROVAL OF MINUTES

The Board began by confirming receipt of materials and then reviewed the minutes from the Board meetings on February 14, 2020, April 14, 2020, April 27, 2020, and May 13, 2020. It was **MOVED** to approve the minutes, with a correction from John Motta to the April 27, 2020 minutes. The Motion **PASSED**, with the correction.

PRESIDENT'S REPORT AND CEO'S REPORT

Ms. Cone began by thanking everyone for joining us and welcoming past presidents, Sunil Gulati and Dr. Bob Contiguglia. Ms. Cone thanked the Board and the Federation staff for support as she moved into the President role, and she thanked Carlos Cordeiro for his service to the Federation as VP and President. She continued by highlighting what has happened since the AGM in February, including hiring Will Wilson, repealing Policy 604-1, and resolving the lawsuit with the U.S. Soccer Foundation.

Next, Mr. Wilson gave his report, beginning by welcoming everyone and noting that it had been a challenge to start this role in the middle of a global pandemic. He next thanked Ms. Cone, the board, and the Federation staff for the assistance during the first few months. Next, Mr. Wilson reviewed the agenda for the meeting.

BUDGET AND FINANCE UPDATE

Pinky Raina presented to the Board the preliminary close for FY'20, noting that we do not yet have audited financials. The results for FY'20 came in at a \$27.9 million deficit with a \$16.8 million variance driven by market volatility, higher legal expenses, and lower fundraising due to timing delays. Next, Ms. Raina reviewed the FY'21 budget update. In February 2020 when she presented the budget, the Federation had not yet considered certain areas, including COVID-19 impact, programming changes, and reduced headcount. Ms. Raina noted that she would review the impact of these areas at the September Board meeting. Next, Ms. Raina reviewed the current unknowns with the Board, including return to play scenarios, pending litigation, player registration levels, and market performance. Ms. Raina then gave the Board an overview of the investment account and the expectation for an increased deficit as a result of COVID-19.



HUMAN RESOURCES UPDATE

Ms. Raina gave the Board an update on two areas – the COVID-19 response and Diversity, Equity, and Inclusion. She reviewed the steps the Federation took to deal with COVID-19 while maintaining long-term trust with employees. She thanked the return to work task force and reviewed the return to office plans. Next, Ms. Raina reviewed the Diversity, Equity, and Inclusion task force.

COMMERCIAL AND COMMUNICATIONS UPDATE

Kay Bradley began by giving the Board an overview of the strategic framework summary, then reviewed the 2020-2023 commercial plan and original 2020 priority platforms. Ms. Bradley then gave the board an update on the COVID-19 impact on events and programming. Next, Ms. Bradley reviewed the refined strategy and interim approach to programming based upon the changes to events, such as engagement with fans and partners and planning for all future return-to-play scenarios. Ms. Bradley then gave the Board a review of the 2020 platforms and the interim calendar. Neil Buethe stepped in and reviewed the Bend the Curve platform, which included classic games, a U.S. Soccer podcast, and the eSeries 1 tournament. Ms. Bradley next reviewed the SheBelieves Virtual Network and finished with an overview of the U.S. Soccer Play On campaign, the One Nation Pride campaign, and the future outlook. She encouraged everyone to take the Play On Pledge.

SPORTING UPDATE

Earnie Stewart began with an overview of the technical plan, noting that the Federation had been forced to suspend all programming. He also reviewed the changing youth landscape and how the Federation can support and guide members in elevating and growing the sport together. Mr. Stewart finished with a preview of the technical plan that will be presented to the Board at the end of 2020.

Brian McBride reviewed the postponed 2020 programming, noting that the Federation had been in direct communication with Concacaf to plan the possible return to play scenarios. Mr. McBride noted that the MNT staff had been meeting twice a week and that the high performance and sports science departments had been in communication with clubs. He then gave the board an update on the player profiles project involving the head coaches, YNT coaches, and Barry Pauwels.

Kate Markgraf began with the effects of COVID-19 on programming, and then reviewed the weekly meetings with WNT staff. She noted that the department has worked with Barry Pauwels and are engaging despite being unable to be on the field. She next reviewed the impact that the Olympic postponement had on the approach for this year. She finished with a review of the NWSL tournament and the role of the Federation in supporting the tournament.

Mr. Stewart finished with a review of the Extended National Teams and the Youth National Teams, including the search for a Men's Beach National Team Coach and seminars for Youth National Teams.

LEGAL UPDATE

Greg Fike began by giving the Board a SafeSport update. He thanked all of our organization members for embracing this process and noted that all Board members and all staff had gone through SafeSport training. He reviewed the SafeSport Act law and the mandatory reporter provision, noting that federal criminal liability may apply. Mr. Fike mentioned that anyone with questions should reach out to the legal department and noted that the Federation has a SafeSport administrator, Alison Kocoras.

Next, Mr. Fike reviewed two grievances: Dustin Moses v. Wyoming Youth Soccer and Southern States Soccer v. Mississippi Soccer Association. Mike Cullina asked whether anything had been done regarding the loophole for investigative responsibilities for member organizations, and Mr. Fike responded that the Federation would continue to work with the Center for SafeSport on this issue.



CONCACAF UPDATE

Mr. Cordeiro gave the Board an update on Concacaf, noting that it was taking steps to avoid layoffs and would cancel its meetings. Mr. Cordeiro noted that the biggest issue would be around qualifying for the Men's World Cup.

FIFA UPDATE

Mr. Gulati reviewed the FIFA Congress postponement and subsequent rule changes to allow for video meetings. He explained to the Board that the biggest issue was the match calendar, and went through other rule changes regarding nationality, eligibility to play, and Olympics age requirements. He noted that FIFA would decide the format of the World Cup Qualifiers.

NEXT MEETING

Ms. Cone reviewed potential next meetings and then the meeting was adjourned at 3:14 p.m. CT.

