

PROCEEDINGS

UNITED STATES SOCCER FEDERATION  
NATIONAL COUNCIL MEETING

The Omni Hotel  
Nashville, Tennessee

February 15th, 2020  
8:01 a.m. - 11:00 a.m.

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1 PRESIDENT CORDEIRO: Good morning,

2 everyone. And there she is, the hard-won trophy

3 of our 2019 World Cup Champions.

4 (Applause.)

5 PRESIDENT CORDEIRO: And we're

6 thrilled to be joined today by some of the

7 extraordinary women who made it happen. Please

8 stand up, Coach Jill Ellis.

9 (Applause.)

10 PRESIDENT CORDEIRO: Alex Morgan.

11 (Applause.)

12 PRESIDENT CORDEIRO: And Becky

13 Sauerbrunn.

14 (Applause.)

15 PRESIDENT CORDEIRO: What a way to

16 begin an AGM. Welcome to Nashville, everyone, and

17 welcome to our 2019 Annual Council Meeting. I

18 hereby call our National Council Meeting to order.

19 It's wonderful to see -- to see all the gang, so

20 many friends, colleagues, and partners. On behalf

21 of all of us at U.S. Soccer, I want to express our

22 appreciation, first, to everyone here at the Omni

23 Hotel for their hospitality.

24 And thank you to our friends for

25 welcoming us, the Tennessee State Soccer

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1 Association. It was good -- good to see so many

2 of you at your council meetings yesterday and I

3 hope you all had a great time last night at the

4 Tin Roof. We have a lot on the agenda so let's

5 get right to it.

6 Here at U.S. Soccer we're

7 family. Since our last AGM, we've lost several

8 members of our soccer family. So I'd like to ask

9 you please to stand for a moment of silence as we

10 remember and honor the friends who left us this

11 past year.

12 (Whereupon, a Moment of Silence

13 took place.)

14 PRESIDENT CORDEIRO: Thank you,

15 everyone. Please take your seats. As Americans,

16 we're incredibly grateful to the men and women of

17 our Armed Forces. This includes military

18 veteran's on our Para 7-A-Side National Team such

19 as Josh Brunais. Growing up in Virginia, Josh

20 loved soccer. After high school, he enlisted,

21 became an elite Army Ranger and deployed to the

22 Middle East. While there, he suffered two IED

23 blasts and multiple traumatic brain injuries.

24 After medically retiring from the Army, Josh found

25 a new team, our team, where he became a defender

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1 and co-captain.  
 2 Josh has carried our flag and  
 3 competed at the Paralympics in Rio. He recently  
 4 led our team in their World Cup and Josh has said,  
 5 "I don't know where I'd be without soccer. It has  
 6 given me a new purpose."  
 7 Well, Josh, we don't know where  
 8 we'd be without Americans like you and supporting  
 9 players like you is our purpose. Everyone, please  
 10 join me in welcoming Josh Brunais --  
 11 (Applause.)  
 12 PRESIDENT CORDEIRO: -- along with  
 13 the Tennessee State Soccer Association President  
 14 John Snyder, West Point Class of 1973, who served  
 15 as a captain in the U.S. Army and please stand as  
 16 they lead us in the Pledge of Allegiance.  
 17 MR. SNYDER: Josh served in the  
 18 Third Ranger Regiment. He served our country and  
 19 made a difference. He served our association on  
 20 our Olympic team. He is a leader on that team and  
 21 he inspires us all. Please join Josh as he leads  
 22 us in our Pledge of Allegiance. Josh.  
 23 MR. BRUNAIS: Good morning,  
 24 everybody. If we can all put our hands over our  
 25 chest, please, and recite after me.

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1 (Whereupon, the Pledge of  
 2 Allegiance was recited.)  
 3 PRESIDENT CORDEIRO: Thank you, Josh  
 4 and John, and thank you, both, for your service to  
 5 our nation.  
 6 At this point, I want to invite  
 7 Bob Kepner, Chair of our Credentials Committee, to  
 8 conduct the roll call and provide the Credential  
 9 Committee's report for the morning. Bob?  
 10 MR. KEPNER: Thank you very much,  
 11 Carlos. It's always an honor for me to be here  
 12 with you, in front of you and participating with  
 13 you.  
 14 This organization means a lot to  
 15 me. It means a lot to every single one of us in  
 16 this room and we have always in terms of the  
 17 meeting process emphasized doing it the right way.  
 18 Helping with that and doing it the right way is  
 19 the function of the Credentials Committee. So I  
 20 want to thank -- first of all, I want to give  
 21 credit to the folks who have done that work, the  
 22 members of the committee: Dimitrios Efstathiou,  
 23 Kathy Zolad, Siri Mullinix, Anthony Falcone and  
 24 then myself as Chairman.  
 25 But in all honesty, the work of

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1 the committee would not be at all effective or  
 2 even possible without the membership of the staff  
 3 who have given hours and hours of devoted  
 4 attention to getting it done right and giving us  
 5 the information to make it possible for us to do  
 6 our job with special mention to two folks; Caitlin  
 7 Carducci and Greg Fike and there are others as  
 8 well: Lydia Wahlke, Pinky Raina, Leah Holt, and  
 9 thank you very much for the job they do as well.  
 10 I'm going to review the  
 11 workbook. One of the things that is important to  
 12 understand with the change in the methodology that  
 13 was undertaken back in the late '90s we have three  
 14 councils that have equal weight and then we have  
 15 the athletes and so it's a work in mathematics.  
 16 John Collins and I ran the Credentials Committee  
 17 many years ago and he jokes with me every time we  
 18 see each other. He says, "It's a good thing we  
 19 still have a mathematician working in the group"  
 20 and it is mathematics, of course. It used to be  
 21 pencil and paper and so on and now it's  
 22 spreadsheets.  
 23 It's very important that it be  
 24 done precisely. If mistakes are made, they have  
 25 an impact. So I will go ahead and go through the

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1 slides and explain as we go. We have our 2020  
 2 Credential's Committee Report and if the next  
 3 slide can be shown. The first slide we're looking  
 4 at is all of the organizations that are part of  
 5 USYSA and AYSO and U.S. Club, including the  
 6 commissioners. So, the Youth Council.  
 7 This invariably is always the  
 8 largest of the councils and you can see the  
 9 listing of all the votes that each of the  
 10 association -- each of the organizations has and  
 11 the total is at the bottom right 292. You are  
 12 aware of the fact that the other councils, the  
 13 Professionals and the Adults, from a voting  
 14 perspective are required to have equal weight.  
 15 When we go to the next slide,  
 16 you will see with the adults, I believe that's our  
 17 next slide, we have 182 at the bottom right.  
 18 Well, mathematically, what we have to do is change  
 19 the effect of the 182 so that it is equivalent to  
 20 the 292 of the youth. Obviously, the method of  
 21 doing that is to multiply the 182 by a multiplier.  
 22 You will end up seeing what that multiplier is  
 23 later in the slideshow.  
 24 So now we'll go on to the next  
 25 slide and we have the Professional Council. There

<p style="text-align: right;">10</p> <p>1 are four organizations that compose the  2 Professional Council and the combined total of the  3 votes, the delegates, is 17; Youth Council, Adult  4 Council, Professional Council, all of those three  5 have to have equal weight. So just as we have a  6 multiplier that you will see for the Adults we  7 also have an equivalent multiplier for the  8 Professionals and you'll see that that number --  9 that multiplier will be used to multiply against  10 the 17 to have the equivalent of 292. We'll go to  11 the next slide.</p> <p>12 The Athletes Council is the next  13 group. Now, by the sports requirements in the  14 United States, the Athletes Council has to have a  15 full effect of no less than 20% of the total  16 weighted vote. Well, they're 10 here. Those 10  17 will have a multiplier as well. That's where the  18 mathematics of it comes in. It's very easy to  19 take a 182 and divide that into 292 and come up  20 with a multiplier for Adults. It's a little bit  21 more complicated to do it for the Athletes  22 Council, but it works. So we'll have a multiplier  23 and you'll see that at the end as well. We will  24 go on to the next slide.</p> <p>25 Other Members, this is one of</p>	<p style="text-align: right;">12</p> <p>1 view. You have the actual people, the delegates,  2 who is here in terms of the number of votes and it  3 might not necessarily be one person, one vote.  4 No -- this is really votes. So 543 total, but the  5 effect of that using the multiplier is to make the  6 Adult Council, the Pro Council equivalent to the  7 Youth Council and then the 230 for the Athletes  8 Council that's going through the mathematics of it  9 and to give them the equivalent of at least 20% of  10 the total weighted vote and the Other Members  11 effect of 1 and you can see on the right the  12 actual multipliers that are used.</p> <p>13 Now, you take the 1,148 the  14 simple majority for us today is one more at least  15 than the 50%, so it's 575, and if we have a motion  16 that needed to be considered on a two-thirds  17 majority basis, it would be 766. So this is what  18 we will do.</p> <p>19 Now, before you, you have  20 keypads. We've been using an electronic method of  21 tabulating our votes for many years and we're  22 going to take a look at the keypad now. Okay. So  23 voting on bylaws, elections will be conducted  24 using the keypads provided. The voting is live  25 when the question appears on the screen. For</p>
<p style="text-align: right;">11</p> <p>1 two slides that we have. All of the other  2 organizations, some have been around a long time,  3 others are newer. The Asociación De Futbol Los  4 Sueños, for instance, in the upper right is one  5 that is very new. I said it in Spanish to  6 demonstrate to you that I can speak in Spanish as  7 well. Let me do that. There you go.</p> <p>8 Okay. So we all -- now, Other  9 Members there is no weighting of their votes. So  10 each of those members has a weight of one.  11 Effectively, the same as the multiplier for the  12 Youth. Their 292 has to stay at 292. So 292  13 times 1 is equal to 292. The multiplier for these  14 members is also 1.</p> <p>15 We'll move on to the next slide.  16 Life Members, another important group. They also  17 have a multiplier of 1. So the weight of their  18 vote is exactly what you see.</p> <p>19 We'll move on to the next slide.  20 Board of Directors and Past Presidents also the  21 effect of their one vote is exactly that, 1. So  22 their multiplier is 1. So I put quotes around the  23 multiplier.</p> <p>24 We'll move on to the next slide.  25 Now, you combine all of these into this summary</p>	<p style="text-align: right;">13</p> <p>1 bylaws, you'll select 1 for yes and 2 for no. You  2 can change your vote until the clock strikes 0  3 simply by selecting your new choice. This will  4 override your previous vote.</p> <p>5 Now, I will be over there hidden  6 in the corner and I'm keeping up with how the  7 voting is going in terms of just appearing. I  8 don't know what the results are, but I know how  9 many have come along and then I'll begin a  10 countdown 5, 4, 3, 2, 1. It used to all be  11 orally. Now, as soon as I start counting down, it  12 appears on the screen.</p> <p>13 One thing I do want to say is  14 sometimes we have organizations and they're  15 delegates that don't show up and there's a keypad,  16 perhaps, in front of a chair close to you.  17 Members of our committee will go around and pick  18 those up, but it's tough for them in a big room  19 such as this to know exactly where a missing  20 person might be and there's a keypad.</p> <p>21 It's not as if the person  22 arrives late means they will lose that, but what  23 we're going to do is take that keypad and put it  24 over there at the credentials table. So if they  25 show up late and they want to sit down, you can</p>

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1 tell them -- you can tell them their keypad is  
 2 over there. So your help in knowing that in this  
 3 large room that a keypad is lonesome, please tell  
 4 us, alert us, members of the committee will be  
 5 able to pick it up.  
 6       One of the important things is  
 7 this is a very complicated system as you can see,  
 8 pushing 1 or 2, and one of the things that is  
 9 important -- oh, I forgot to tell you. The  
 10 committee and the members of the staff were here  
 11 very late last night and low and behold we had  
 12 some noise going on outside of the room. There  
 13 were two people out there just picking at each  
 14 other and picking constantly. The noise was  
 15 unbelievable and it was very, very annoying.  
 16       So I went outside the room and  
 17 naturally some of these hotels there is not a lot  
 18 of room so I end up going outside, outside the  
 19 hotel, but not this time. There is so much room  
 20 in this spacious hotel. There was no difficulty  
 21 at all. They were just picking and picking at  
 22 each other and I said, "What are you doing?"  
 23 "Well, I think I'm better than he is and he thinks  
 24 he's better than I am. There is no way that he's  
 25 better than me. I'm better than he is."

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1       I found out their names. One is  
 2 Mr. Jo and the other was Mr. Lele. I said, "Come  
 3 on, Mr. Jo and Mr. Lele. How about letting me  
 4 talk to you a bit?" Okay. Here we go. On the  
 5 right, No. 1 you have Ban Jo, good 'ole Mr. Jo,  
 6 and on the other one you have Uku Lele. They were  
 7 picking at each other.  
 8       So right now you're going to  
 9 practice how to use these fancy keypads and what  
 10 you're going to do is we'll start a vote and I  
 11 will tell you when to start voting. Remember,  
 12 it's horribly complicated. You have to push a 1  
 13 or 2. Ban Jo from Tennessee or Uku Lele from  
 14 Hawaii. Who will win a penalty kick shootout  
 15 between the two of them? Start. Uh, oh. We have  
 16 some that are not on apparently. Thank you. 5,  
 17 4 -- okay. Well, Ban Jo. I had a feeling the  
 18 local guy would do it. Uku Lele was a little too  
 19 high strung.  
 20       I will say are the keypads  
 21 operational over there? You have to turn the  
 22 power on. By the way, you see down at the bottom  
 23 the reason you have that enormous number it's not  
 24 that we have 979,308 weighted votes, but with the  
 25 software, with the keypads, our multipliers were

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1 1,148 votes. They use a multiplier of a thousand.  
 2 So that's why everything is a big number from our  
 3 point of view.  
 4       Well, enjoy the meeting. Thank  
 5 you. I am going to ask for one final action, a  
 6 motion to approve the Credentials Committee. Do I  
 7 hear such a motion?  
 8       MULTIPLE SPEAKERS: So moved.  
 9       MR. KEPNER: I hear a motion here.  
 10 A second?  
 11       MULTIPLE SPEAKERS: Second.  
 12       MR. KEPNER: Very good. May I  
 13 proceed with the vote, Carlos?  
 14       PRESIDENT CORDEIRO: Yes.  
 15       MR. KEPNER: All those in favor,  
 16 please say aye.  
 17       MULTIPLE SPEAKERS: Aye.  
 18       MR. KEPNER: Opposed? The motion  
 19 carries. Thank you very much.  
 20       (Applause.)  
 21       PRESIDENT CORDEIRO: Okay. Thank  
 22 you, Bob, and thank you for the entire Credentials  
 23 Committee for your great work. Everyone should  
 24 have received the transcript of our meeting last  
 25 year in Scottsdale. The transcript was approved

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1 by the Board as draft minutes and it has been  
 2 published on the U.S. Soccer website. Are there  
 3 any corrections to the minutes from last year?  
 4 Well, with that, the minutes are approved. Thank  
 5 you.  
 6       Today, soccer continues to  
 7 attract more players, coaches, referees and fans  
 8 from all across our country. For this, we can  
 9 thank so many people who have dedicated their  
 10 lives to the game, especially our distinguished  
 11 Life Members. We're honored today to be joined by  
 12 some of them and I ask that you hold your applause  
 13 until the end: Gianfranco Borroni, Chris  
 14 Christoffersen, Dr. Bob, Mike Edwards, Stephen  
 15 Flamhaft, Richard Groff, Burton Haines, Francisco  
 16 Marcos, Howard Rubenstein, Bruno Trapikas. I'd  
 17 like to ask all our Life Members, please, to stand  
 18 or raise your hand, including someone who just two  
 19 days ago celebrated his 91st birthday Gerhard  
 20 Mengel. Happy birthday, Gerhard. Where are you?  
 21       (Applause.)  
 22       PRESIDENT CORDEIRO: I also want to  
 23 acknowledge our Past Presidents of U.S. Soccer who  
 24 are here with us today; Dr. Bob Contiguglia and,  
 25 of course, Sunil Gulati.

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1 (Applause.)  
 2 PRESIDENT CORDEIRO: Our former --  
 3 our former CEO and Secretary General is Dan Flynn.  
 4 Where is Dan?  
 5 (Applause.)  
 6 PRESIDENT CORDEIRO: And although he  
 7 has been with us at every meeting for many years  
 8 Hank Steinbrecher unfortunately could not be here  
 9 with us this weekend. As some of you know, Hank  
 10 is very ill and could not make the trip, but  
 11 perhaps he is watching us online from Tucson. So  
 12 please give Hank a big round of applause so he  
 13 knows we're all pulling for him.  
 14 (Applause.)  
 15 PRESIDENT CORDEIRO: As always,  
 16 we're thrilled to be joined by current and former  
 17 National Team players. If you have ever played  
 18 for any of our National Teams, Senior Teams,  
 19 Extended National Teams, Youth National Teams,  
 20 could you please stand.  
 21 (Applause.)  
 22 PRESIDENT CORDEIRO: We're also  
 23 honored today to welcome friends from around the  
 24 world. Presidents from our fellow Federations of  
 25 CONCACAF, from Turks and Caicos, a member of the

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1 CONCACAF and FIFA councils, a leader in advancing  
 2 women's futbol in the Caribbean and across  
 3 CONCACAF, Sonia Fulford.  
 4 (Applause.)  
 5 PRESIDENT CORDEIRO: From the  
 6 Bahamas, a close neighbor and great friend  
 7 dedicated to futbol for 26 years, he's the longest  
 8 serving Federation President of CONCACAF, Anton  
 9 Sealey.  
 10 (Applause.)  
 11 PRESIDENT CORDEIRO: And from Puerto  
 12 Rico where players and fans are our fellow  
 13 Americans, American citizens, Ivan Rivera.  
 14 (Applause.)  
 15 PRESIDENT CORDEIRO: On behalf of  
 16 CONCACAF, Chief Member Association Officer, Marco  
 17 Leal.  
 18 (Applause.)  
 19 PRESIDENT CORDEIRO: From UEFA,  
 20 Deputy Secretary General Kevin Lamour.  
 21 (Applause.)  
 22 PRESIDENT CORDEIRO: And from FIFA  
 23 to which we're very grateful for our strong  
 24 relationship, our partnership, as well as our  
 25 support from FIFA Forward, Alejandro Calvente and

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1 Jose Rodriguez.  
 2 (Applause.)  
 3 PRESIDENT CORDEIRO: Thank you, all,  
 4 for your partnership, friendship and thank you for  
 5 joining us this morning.  
 6 So moving on with business. All  
 7 the committee reports are included in your AGM  
 8 book that was sent out last month. On behalf of  
 9 all of us, I want to thank all the Chairs and  
 10 members of all the committees for your service and  
 11 your work this past year, preparing these reports,  
 12 and, with that, I want to turn now to my report,  
 13 the President's Report.  
 14 Let me begin by expressing our  
 15 gratitude to every single one of you, for your  
 16 love of the game and for everything that you do  
 17 day in and day out for the Good of the Game. We  
 18 can never thank you enough. Everything we do at  
 19 U.S. Soccer, every decision we make, every dollar  
 20 we invest is in pursuit of the mission that brings  
 21 us here today to make soccer in all its forms the  
 22 preeminent sport in the United States and to  
 23 develop soccer at all levels. I say that again,  
 24 at all levels.  
 25 We now have 22 National Teams,

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1 110 members, including youth and adults, all  
 2 across the country and millions of players,  
 3 coaches, referees and fans and we're still  
 4 growing. Today, we'll consider applications from  
 5 three organizations that want to become the newest  
 6 members of our Federation: Cerebral Palsy Soccer,  
 7 the National Independent Soccer Association and  
 8 United Futsal and just yesterday the Board of  
 9 Directors voted to give professional National  
 10 Affiliate status to the Armed Forces Sports  
 11 Council, our men and women in the military who  
 12 served us across our country and at bases around  
 13 the world.  
 14 And with your support next year,  
 15 they will become a full National Affiliate and  
 16 they will be able to vote for the at-large  
 17 director. I think our membership -- growing  
 18 membership speaks the strength and the diversity  
 19 of our soccer family.  
 20 And as a Federation, we have an  
 21 obligation to all our members, new and old, to  
 22 serve all of you, to invest in all of you so that  
 23 we're all growing together and that's what I want  
 24 to talk about today. Investing in all our members  
 25 starts with governance, that is open, accountable

<p style="text-align: right;">22</p> <p>1 and inclusive.  2 As President, I have worked to  3 communicate with you throughout the year. In the  4 spirit of transparency, we also welcome and  5 encourage the media and Soccer House staff to  6 attend our Board meetings. I want to thank the  7 entire Board of Directors up here with me for  8 being more engaged than ever across all our  9 committees with more discussion, more debate and  10 more oversight of all Federation activities and  11 closer collaboration with senior management at  12 Soccer House. U.S. Soccer is changing.  13 Today, we'll elect a Vice  14 President and a new Independent Director to help  15 us push ahead with the reforms we need to keep our  16 Federation strong and growing. Of course, doing  17 right by you, our members, also means doing right  18 by those who serve every day, our dedicated staff  19 at Soccer House.  20 And that's why we recently  21 created a new Talent Committee at the Board to  22 work closely with Tonya Wallach, our Chief Talent  23 and Inclusion Officer. We're moving ahead with a  24 series of reforms to improve the work environment,  25 to improve communication and to retain our great</p>	<p style="text-align: right;">24</p> <p>1 plan that goes from Fiscal Year 2018 to 2023,  2 we're continuing to invest across our Federation.  3 This year we're proposing a  4 budget of \$132 million to sustain and grow our  5 critical programs at all levels; high performance,  6 scouting, player development, coaching education,  7 referees, youth and so much more. Unfortunately,  8 we're also having to spend money, many millions of  9 dollars, in legal expenses defending the  10 Federation against various lawsuits.  11 I want to say again that we take  12 these lawsuits very seriously, but we will  13 continue to do everything we can to resolve these  14 suits in the best interest of everyone involved  15 and that includes everyone across our Federation  16 because we have to keep investing in the players,  17 coaches and referees at all levels.  18 Needless to say, we couldn't  19 continue to grow the game without support from our  20 longtime marketing partner Soccer United Marketing  21 and our many broadcast partners and corporate  22 sponsors, especially our largest, Nike. Here, I  23 want to take a minute to say that we're all very  24 thankful to Jay Berhalter for his many, many years  25 of service.</p>
<p style="text-align: right;">23</p> <p>1 talent.  2 With a growing staff, we're also  3 looking to relocate to a new, larger headquarters  4 and we're determined to make it the best possible  5 place to work. After all, without our staff, we  6 can't do anything, including this AGM. I'd ask  7 you please to join me in expressing our gratitude  8 towards our incredible staff.  9 (Applause.)  10 <b>PRESIDENT CORDEIRO:</b> At Soccer House  11 this fall, we thanked Dan Flynn for his nearly 20  12 years of dedicated service, our CEO Search  13 Committee has been making great progress. We've  14 been interviewing a very impressive and diverse  15 pool of talented men and women, American,  16 international, all highly qualified. We're  17 committed to finding the absolute best person to  18 help lead us into the future and we hope to make  19 an announcement in the coming weeks.  20 So with good governance and the  21 right team at Soccer House, we're able to sustain  22 and grow budgets that invest in all our members.  23 We've also benefitted from strong financial  24 reserves, a surplus and sound management. As you  25 will hear in a few minutes, under our five-year</p>	<p style="text-align: right;">25</p> <p>1 Jay's commitment helped us grow  2 our revenues and get the game to where it is today  3 and make no mistake, if we want to be competitive  4 with the top Federations around the world, then we  5 need to invest even more in our players, coaches  6 and referees and that means ultimately we need to  7 grow our referees even more and in the years ahead  8 I am confident that we will.  9 We continue to make investments,  10 major investments, in the single, largest  11 component of our budget, our National Teams, again  12 at all levels. This starts with making sure that  13 soccer operations are run by soccer experts.  14 Under our new Sports Performance Department, our  15 first ever Sporting Director Earnie Stewart, we're  16 aligning all our National Teams including Talent  17 ID, High Performance and Analytics. Kate  18 Markgraf, a World Cup Champion, two-time Olympian  19 gold medalist is serving as the first ever GM of  20 our women's team and we welcome back recently  21 Brian McBride, a three-time World Cup veteran, as  22 the new GM of our Men's Team. Earnie, Kate and  23 Brian, will you please stand.  24 (Applause.)  25 <b>PRESIDENT CORDEIRO:</b> Thank you.</p>

<p style="text-align: right;">26</p> <p>1 Thank you to everyone in our Sports Performance  2 Department.  3         On the women's side, we continue  4 to celebrate our inspiring record-breaking 2019  5 World Cup Champions. Now, I'm not going to recite  6 all the honors and accolades the team has earned,  7 we'll be here all day, but I do want to take this  8 opportunity to salute everyone who made that  9 victory possible. Twenty-three of the greatest  10 athletes that our nation has ever produced. Coach  11 Jill Ellis and the 35 person staff behind the  12 scenes -- and I have to mention so many of you  13 because these 23 extraordinary players started out  14 as youth players and rose up through the ranks.  15 We want to thank all the coaches, the parents, the  16 referees and administrators who supported them and  17 believed in them every step of the way.  18         Now, under Vlatko Andonovski,  19 the team enters a new era. They just qualified  20 for the Summer Olympics, the next SheBelieves Cup  21 is just a few weeks away and in Tokyo our women  22 will have a chance to make history again to be the  23 first team in consecutive years to win World Cup  24 and Olympic titles. Wow.  25         On the men's side, our men</p>	<p style="text-align: right;">28</p> <p>1 their World Cup. We're also thrilled -- thrilled  2 to welcome our newest National Team, our new  3 Women's Beach National Team, and what a way to  4 start qualifying for the Beach -- World Beach  5 Games and in only their second ever competition  6 finishing 5th against the best in the world.  7 Fantastic achievement.  8         (Applause.)  9         PRESIDENT CORDEIRO: Our futsal team  10 has returned to form and we wish them well as they  11 prepare for their CONCACAF championship this  12 spring and aim to qualify for their World Cup  13 later this year. I also want to acknowledge the  14 success of the U.S. Men's and Women's Deaf Teams,  15 both of whom have qualified for their respective  16 World Cups in South Korea later this year.  17         It's not just the players and  18 coaches. We're also investing in every part of  19 the game. We're investing in our world class  20 referees, like the American referees at the  21 Women's World Cup last year, those on the field  22 and in the VAR booth and tonight we'll present our  23 Werner Fricker Award to the great Esse Baharmast.  24 Is Esse in the room?  25</p>
<p style="text-align: right;">27</p> <p>1 reached the final of the CONCACAF Gold Cup. A few  2 weeks ago I visited Gregg Berhalter and the team  3 at the camp in Bradenton. Our January camp roster  4 was the youngest squad we ever fielded in official  5 competition. They continue to develop. They have  6 so much talent and potential. We will be cheering  7 them on as they head to the Nations League Final 4  8 in June and this fall, of course, they begin their  9 March to the 2022 Men's World Cup.  10         Next month, our eyes will be on  11 our U-23 team as they compete, that's the men,  12 they compete to qualify for the Olympics, too.  13 For the first time ever, we now also have a  14 department at U.S. Soccer focused exclusively on  15 supporting our extended National Teams. Thank you  16 Jim Moorhouse, Coach Stu Sharp and their staff for  17 getting us off to such a strong start. We have a  18 new centralized training program. Players on our  19 para team are now starting to live and train  20 together in Atlanta year-round and at the Parapan  21 Games in Peru the team won bronze, their first  22 ever medal in those games.  23         Our Men's Beach National Team  24 reached the final of their CONCACAF championship  25 and for the first time since 2013 qualified for</p>	<p style="text-align: right;">29</p> <p>1         (Applause.)  2         PRESIDENT CORDEIRO: We're investing  3 in our fans, some of the most passionate in the  4 world, including the more than 30,000 who made the  5 trip to France and I think Alex and Becky here  6 would agree with me that when you have great fans  7 in the stands it makes all the difference on the  8 field.  9         I want to welcome members of our  10 Fan Council who are here today. Would you please  11 stand, Ashley Brown as well as Donald Wine of the  12 American Outlaws. Where are you?  13         (Applause.)  14         PRESIDENT CORDEIRO: As always, we  15 also celebrate the success of our professional  16 leagues because strong professional teams --  17 strong National Teams go hand in hand. The MLS is  18 growing faster than ever, on track for 30 teams,  19 including this month the first home game here for  20 Nashville SC.  21         The USL continues to expand  22 around the country. It now has a count of 128  23 affiliated clubs and growing. U.S. Soccer,  24 meanwhile, is proud to continue our support of the  25 NWSL, extending our management agreement for</p>

<p style="text-align: right;">30</p> <p>1 another year. Now in the 8th year. Boosted by  2 the Women's World Cup win, we saw clubs and the  3 league setting new attendance records and a new  4 NWSL team coming to Louisville. That's terrific  5 news.  6 To build on all this momentum,  7 we're investing in the future. Having won our bid  8 to host -- co-host the Men's World Cup in '26,  9 we're now laying the foundation for its success.  10 This year inspection teams will visit the 23 North  11 American cities that are competing to host and  12 working together with Canada, Mexico and FIFA, I'm  13 confident that we'll choose 16 great cities.  14 Also this year, after it selects  15 the host for the '23 Women's World Cup, FIFA will  16 call for bids to host the women in 2027. And what  17 an opportunity that will be for the United States.  18 Just imagine two World Cups, men's and women's,  19 back-to-back in two years. Just think, think of  20 the excitement that will generate and the new  21 investment in the game here in the U.S. This  22 could be the most exciting decade in American  23 soccer history.  24 Finally, and one of the best  25 ways to grow the game, we're investing more than</p>	<p style="text-align: right;">32</p> <p>1 Massachusetts, expanding coaching education from  2 Alaska to North Carolina, empowering more female  3 coaches from Washington to Virginia and more  4 support for referees from Cal South to Minnesota.  5 We even have members across the  6 country working together to get more kids on the  7 pitch from Cal North to Connecticut. All  8 together, this year's grants will span 13 states  9 and reach 37,000 players, coaches and referees.  10 So congratulations to all of this year's  11 recipients.  12 (Applause.)  13 PRESIDENT CORDEIRO: At the same  14 time, we've been working to tackle some of the  15 toughest challenges in youth soccer. As part of  16 the Youth Task Force, the leaders and  17 representatives from all youth organizations have  18 spent countless hours working together and I've  19 been at some of those meetings.  20 They have been dealing with  21 issues like risk management, SafeSport and  22 standards and certification. It hasn't been easy,  23 the issues are hard, but we're seeing progress.  24 Our working group on coaches announced recently  25 its first wave of initiatives to increase access</p>
<p style="text-align: right;">31</p> <p>1 ever in the grassroots in all of you. With our  2 expanded stakeholders department, I think it's  3 fair to say that the relationship between Soccer  4 House and our members, adult and youth, is  5 stronger than it's ever been. We're investing  6 more in attracting adults and players for life.  7 Next month, the Lamar Hunt U.S.  8 Open Cup kicks off with a modern era record of 100  9 teams. We have been working hard with USASA and  10 UEFA to create the first U.S. European Amateur  11 Championship this May, which we hope becomes a  12 regular event. My apologies to my friend here  13 from UEFA. I'm going to predict that the first  14 champion will be the Connecticut Newtown FC.  15 We're investing more to help  16 boost participation, adult and youth, with our  17 Innovate to Grow Fund. For the third straight  18 year, the Federation offered grants to help you  19 grow. In the past, only a few eligible members  20 applied. This year we're very pleased that nearly  21 twice as many did and earlier this week we  22 announced this year's recipients, 27 members will  23 receive a record \$2.4 million. And these programs  24 are doing outstanding work bringing soccer to  25 underserved communities from Oregon to</p>	<p style="text-align: right;">33</p> <p>1 to coaching education.  2 This month we'll launch the  3 first in-person grassroots coaching course in  4 Spanish. It's all part of our goal of having  5 300,000 licensed coaches by 2022. Many of you  6 have told our working groups and referees how hard  7 it is to retain referees. There are many reasons  8 for this and one of them is the abuse that many  9 referees are subjected to which is unacceptable.  10 And that is why this fall we'll  11 launch a new national awareness campaign to make  12 sure that players, coaches and parents show our  13 referees the respect they deserve.  14 (Applause.)  15 PRESIDENT CORDEIRO: So this task  16 force has been hard at work since late 2018 and  17 it's important to come to agreement on what needs  18 to be done and then do it. So I'm asking the task  19 force to please complete the main body of their  20 work by the end of this calendar year so they can  21 provide their final recommendations to the Board  22 of Directors. Of course, one of the main  23 objectives of the task force in the first place  24 was to bring our youth organizations together and  25 align them around common issues. Well, that's</p>

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1 exactly what has happened.  
 2           We're working closer together  
 3 than ever before and the cooperation you've forged  
 4 can be the foundation for progress we have to make  
 5 in the years to come because we all have to reduce  
 6 barriers to participation so more kids can afford  
 7 to play and so we grow our membership and we all  
 8 have to truly welcome players from all backgrounds  
 9 and all communities, including from our cities and  
 10 our immigrant communities, because if soccer in  
 11 America is going to realize its full potential,  
 12 then youth soccer has to be as diverse and  
 13 inclusive as the communities that we serve.  
 14           Finally, even as we work to grow  
 15 our ranks at the youngest levels, we need to make  
 16 sure we're investing in the multiple pathways that  
 17 propel our most promising youth up the ranks to  
 18 the elite levels of the game. I've asked the  
 19 Technical Committee of the Board to do a deep dive  
 20 into our landscape. It's going -- it's going to  
 21 include representatives from our Youth, Athlete  
 22 and Professional Councils and, of course, the  
 23 Federation's technical staff.  
 24           They're going to ask the  
 25 important questions. How can we make sure we're

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1 missing -- we're not missing great talent, boys  
 2 and girls; what can we be doing to scout ID and  
 3 develop and keep the next generation of players so  
 4 they don't leave for other sports; and ultimately  
 5 how do we expand the talent pool for both our  
 6 professional leagues and our National Teams?  
 7 Addressing these questions will be critical to all  
 8 our members, all teams at all levels.  
 9           So, in closing, I want to share  
 10 a story of one of those teams. As I mentioned,  
 11 our Men's Beach National Team made it to their  
 12 World Cup in Paraguay last year. I had the  
 13 opportunity to visit with the team and attend  
 14 their opening match. For those who have never  
 15 seen a beach match, it is really amazing. In the  
 16 end, they didn't get the results they wanted, but  
 17 in their spirit, their love of the game, their  
 18 commitment to each other, they reflect the spirit  
 19 that brings us together as a Federation.  
 20           In fact, if you haven't seen it  
 21 already, I hope you go to our website and watch  
 22 our video series, it's called 12 Stories about our  
 23 inspiring beach players. They are players like  
 24 Nick Perera and Chris Toth, both among the top 50  
 25 players in the world.

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1           On the field, Nick is a team  
 2 captain. In his day job, he is a coach and parent  
 3 in his own right and he still finds time to serve  
 4 our Federation on our Athletes Council. And  
 5 despite a heart condition since birth and many  
 6 surgeries in life, Chris excels as a goalie. He  
 7 says, "I want to help the team as much as I can."  
 8           So to all of you here today,  
 9 thank you as always for your partnership, thank  
 10 you for your love of the game, for your commitment  
 11 to all our players, coaches and referees and fans  
 12 at all levels. After all, we are a Federation of  
 13 millions, but we are One Nation and One Team and  
 14 we're all stronger when we invest in each other  
 15 when we work together and when we say, "I want to  
 16 help the team as much as I can." Thank you, all,  
 17 very much.  
 18           (Whereupon, a video was played.)  
 19           PRESIDENT CORDEIRO: That's the  
 20 spirit, the commitment to winning that we're all  
 21 working to sustain. We do this, of course, with a  
 22 budget that invests in our players, coaches,  
 23 referees and fans at all levels.  
 24           To discuss our proposed budget,  
 25 I want to hand it over to Treasurer Richard

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1 Moeller.  
 2           MR. MOELLER: Thank you, Carlos.  
 3 Good morning, everyone. Thank you for your time  
 4 this morning. You have in your AGM advanced  
 5 materials the proposed budget for FY '21 and as  
 6 the Chair of the Budget and Finance Committee, I'd  
 7 first like to take the opportunity to say thank  
 8 you to all my committee members. So thank you  
 9 Carlos Bocanegra, Alec Papadakis, John Motta and  
 10 Dr. Pete Zopfi. Thank you for your hard work.  
 11           I'd also like to thank the staff  
 12 at Soccer House and especially our CFO Pinky Raina  
 13 for all the hard work and time you spend with  
 14 putting the budget together. It's a very tedious  
 15 task.  
 16           Next, I would like to provide a  
 17 little bit of background and introduce an exciting  
 18 new FY '21 budget video presentation so you don't  
 19 have to listen to me talk for so much. The  
 20 Federation is in the third year of a five-year  
 21 operating plan that runs through March 2023. As  
 22 we have moved through the first two years, we have  
 23 updated our five-year plan and the projection to  
 24 reflect the performances up-to-date.  
 25           In FY '20, we are projecting a

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1 deficit of \$20.3 million. For the coming fiscal  
 2 year, FY '21, we're budgeting a deficit of \$25.8  
 3 million. This is significantly lower than the  
 4 original FY '21 projection that was included when  
 5 we first presented our five-year budget and  
 6 operating plan in 2018.  
 7       These deficits are planned  
 8 through 2022 and are designed, in fact, to grow  
 9 the game of soccer like never before in this  
 10 country.  
 11       In November, the Budget and  
 12 Finance Committee reviewed the FY '21 budget and  
 13 how it fit within our five-year plan. We voted  
 14 unanimously to recommend the approval of the  
 15 budget to our Board of Directors. In December,  
 16 the Board also voted unanimously to approve the FY  
 17 '21 budget and, with that context, I'd like to ask  
 18 you to turn your attention to the FY '21 budget  
 19 video that we have for you.  
 20       (Whereupon, a video was played.)  
 21       MR. MOELLER: Now, I would like to  
 22 call for a motion to approve the FY '21 budget.  
 23       MR. TURNEY: So moved.  
 24       MR. MOELLER: Do I have a second?  
 25       MR. PAPADAKIS: Second.

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1       MR. MOELLER: All in favor, say aye.  
 2       MR. SADOWSKI: Is there discussion?  
 3 Jim Sadowski, Metropolitan D.C.-Virginia Soccer  
 4 Association. One quick question.  
 5       We're approving the budget, not  
 6 approving player fees under Bylaw 212, am I  
 7 correct about that? Meaning we're just -- we're  
 8 just approving the numbers? We're not taking any  
 9 specific action to approve player fees?  
 10       MR. MOELLER: That's correct.  
 11       MR. SADOWSKI: Thank you. My second  
 12 question is, is a budget amendment appropriate at  
 13 this time? My understanding is that -- well,  
 14 first of all, there's a proposed policy change to  
 15 214-2 in the policy amendments which would affect  
 16 the budget and my understanding is that we can  
 17 pass the budget now, which I'd like to do, but  
 18 still discuss the policy change and if the policy  
 19 change impacts the budget, then the staff has the  
 20 authority to go back and retroactively correct it  
 21 to conform to the policy change if it passes?  
 22       MR. MOELLER: Yes, that's correct.  
 23       MR. SADOWSKI: Those are my  
 24 questions.  
 25       MR. MOELLER: Thank you, Jim. Any

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1 other questions or discussion? Okay. Then all in  
 2 favor, please say aye.  
 3       MULTIPLE SPEAKERS: Aye.  
 4       MR. MOELLER: Any opposed? Thank  
 5 you very much. Thank you very much. I thank you  
 6 for your support.  
 7       U.S. Soccer Senior Counsel Greg  
 8 Fike will now be presiding over the membership  
 9 approval process.  
 10       MR. FIKE: Bob Kepner has an update  
 11 to the Credentials Committee report.  
 12       MR. KEPNER: One change has been  
 13 made this morning and that is one additional Other  
 14 Affiliate is present and needed to be counted for  
 15 the vote and that is the Soccer Association for  
 16 Youth. The weight of their vote is one since  
 17 they're in that other category. It does not  
 18 change the multipliers at all across the Board  
 19 fortunately, but it does have the total weighted  
 20 vote of 1,149 and, as I said, no change to the  
 21 multiplier. So I'd like to ask for a motion to  
 22 approve the amended Credentials Report.  
 23       MULTIPLE SPEAKERS: So moved.  
 24       MR. KEPNER: I heard a motion.  
 25       MULTIPLE SPEAKERS: Second.

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1       MR. KEPNER: All those in favor,  
 2 please say aye.  
 3       MULTIPLE SPEAKERS: Aye.  
 4       MR. KEPNER: Opposed please say no.  
 5 The motion carries. Thank you.  
 6       MR. FIKE: Thank you, Bob, and thank  
 7 you, Carlos.  
 8       Included in your Book of Reports  
 9 are three membership applications that have been  
 10 previously approved by the Board. The first  
 11 application is from the National Independent  
 12 Soccer Association, NISA, to be a Professional  
 13 League member; the second application is from the  
 14 Cerebral Palsy Soccer, Inc. to be a disabled  
 15 service organization; and the third application is  
 16 from United Futsal to be a National Affiliate  
 17 member.  
 18       As you'll see in my report, they  
 19 have actually switched over to Other Affiliate.  
 20 In order to recognize each of these potential new  
 21 members, we will address each of these  
 22 applications separately. Membership applications  
 23 require approval of the majority of the National  
 24 Council. We'll do this by unanimous consent  
 25 unless there's an objection to a particular

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1 application. If any representatives are present  
 2 from the applicants, they will have the  
 3 opportunity to address the council during Good of  
 4 the Game.  
 5       The first membership application  
 6 is for NISA to be a Professional League member.  
 7 They were approved by the Board as a provisional  
 8 member last year. Unless there is an objection,  
 9 NISA's membership is approved by general consent.  
 10 Let's welcome NISA as a member of U.S. Soccer.  
 11       (Applause.)  
 12       MR. FIKE: The second membership  
 13 application is for Cerebral Palsy Soccer, Inc. to  
 14 be a disabled service organization member. They  
 15 were approved by the Board as a provisional member  
 16 last year. Unless there is an objection, Cerebral  
 17 Palsy Soccer's membership is approved by general  
 18 consent. Let's welcome Cerebral Palsy Soccer,  
 19 Inc.  
 20       (Applause.)  
 21       MR. FIKE: The third membership  
 22 application is for United Futsal and there was a  
 23 slight change here to what is in your materials in  
 24 your book. So they were approved yesterday as a  
 25 provisional Other Affiliate member rather than

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1 National Affiliate due to some questions about the  
 2 number of states that they were in, but they were  
 3 previously approved by the Board. Unless there is  
 4 an objection, United Futsal's membership is  
 5 approved by general consent. Let's welcome them  
 6 as a member of U.S. Soccer.  
 7       (Applause.)  
 8       MR. FIKE: Now, moving on to the  
 9 bylaws. So included in your Book of Reports in  
 10 Section 6 are a series of bylaw amendments as  
 11 required by Bylaw 802. All the proposed  
 12 amendments have been reviewed by the Rules  
 13 Committee and their reports are included in the  
 14 Book of Reports that you have before you. We will  
 15 now proceed to consideration of the proposed bylaw  
 16 amendments.  
 17       The next item for consideration  
 18 is the proposed amendment to Bylaw 109 in your  
 19 book with the accompanying policy. The amendment  
 20 is proposed by the Illinois State Soccer  
 21 Association and is included first in your Book of  
 22 Reports in the bylaw section.  
 23       The proposal is to remove the  
 24 approval of the Professional League standards from  
 25 the authority of the Board of Directors and

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1 instead make them into Professional League  
 2 standards and policies for approval by the  
 3 National Council.  
 4       The proposed amendment has been  
 5 reviewed by the Rules Committee, which recommends  
 6 on the advice of counsel that no action be taken  
 7 due to pending litigation. The Board has  
 8 concurred. The question is on adoption of a  
 9 proposed amendment to Bylaw 109 as found in the  
 10 bylaws section of the Book of Rules.  
 11 Recommendation of the Rules Committee  
 12 notwithstanding, is there any discussion?  
 13       So the question is on adoption  
 14 of the proposed amendment to Bylaw 109 as found in  
 15 the bylaw section of the Book of Reports, the  
 16 recommendation of the Rules Committee  
 17 notwithstanding. This motion requires a  
 18 two-thirds vote for adoption and the vote will be  
 19 taken by keypad.  
 20       Are you ready for the question?  
 21 Mr. Kepner.  
 22       MR. KEPNER: We are ready.  
 23       MR. FIKE: Please proceed with the  
 24 vote.  
 25       MR. KEPNER: Go ahead and start.

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1       AUDIENCE: Yes and no?  
 2       MR. FIKE: Yes. Yes. Sorry. No. 1  
 3 is yes and 2 will be no. Right, Mr. Kepner?  
 4       MR. KEPNER: Yes. 1 is yes and 2 is  
 5 no. Vote no.  
 6       MR. FIKE: Bylaw 109 is the bylaw  
 7 number.  
 8       MR. KEPNER: Got it. It sounded  
 9 like no. Now. Vote now. Voting will end in 5,  
 10 4, 3, 2, 1. Stop. The vote is 17% of the  
 11 weighted vote in favor and 82% of the vote  
 12 opposed. Therefore, there are less than  
 13 two-thirds in the affirmative and the motion is  
 14 lost. Bylaw 109 will remain unchanged and the  
 15 accompanying policy is moot. It does not pass.  
 16       The next item for consideration  
 17 is the proposed amendment to Bylaw 413. It is my  
 18 understanding that Mike Cullina would like to  
 19 speak to this amendment.  
 20       MR. CULLINA: First of all, as a  
 21 member of -- I'm pushing it. As a member of  
 22 United Soccer --  
 23       MR. FIKE: You can come up here.  
 24       MR. CULLINA: Thank you. First of  
 25 all, I just want to thank Lynn and Andy for their

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1 leadership on this. The At-Large Council believes  
 2 in principle that every member of U.S. Soccer  
 3 should have representation in the boardroom. We  
 4 also recognize the concerns of many of our members  
 5 and many of you and so we are working -- we are  
 6 committed to working together to bringing back a  
 7 comprehensive bylaw that every one of us can  
 8 support next year.  
 9 MR. FIKE: Thank you, Mike. I  
 10 recognize the chair to Lynn.  
 11 MS. BERLING-MANUEL: Thank you.  
 12 First, I am definitely adding theme music to my  
 13 budget presentation next year, but that's great.  
 14 It is. I'd like to thank the members who  
 15 supported this bylaw and I would like to thank the  
 16 Board for its patience as we went through the  
 17 process. I would like to thank the national staff  
 18 for its support and help in every step along the  
 19 way.  
 20 We have worked with the At-Large  
 21 Council and I appreciate their support and Mike  
 22 has been tremendous and to the greater good of the  
 23 council and the Federation we are withdrawing this  
 24 bylaw amendment for this year. And, again, I want  
 25 to thank all the people who have helped so much in

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1 making this happen and getting us to this stage.  
 2 Thank you very much.  
 3 MR. FIKE: Thank you. So Bylaw 413  
 4 has been withdrawn.  
 5 The next item for consideration  
 6 is a proposed amendment to Bylaw 703. This  
 7 amendment was proposed by the Athletes Council and  
 8 is included in your Book of Reports in the bylaws  
 9 section as the last proposed bylaw amendment.  
 10 The proposal is to replace -- or  
 11 in addition -- to add to the arbitrator for  
 12 institutional grievances under Bylaw 703 and make  
 13 it a two-person panel, including an arbitrator and  
 14 an athlete. The proposed amendment has been  
 15 reviewed by the Rules Committee and the report,  
 16 taking no position on the proposed amendment, is  
 17 included in the Book of Reports immediately  
 18 following the rationale for the proposed change.  
 19 The Board has recommended adoption of this  
 20 amendment. The question is on the adoption of the  
 21 proposed amendment to Bylaw 703 as found in the  
 22 bylaws section of your Book of Reports.  
 23 Is there any discussion? All  
 24 right. Yes. Sorry. The question is on adoption  
 25 of the proposed amendment to Bylaw 703 as found in

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1 the bylaw section in the Book of Reports. This  
 2 motion requires a two-thirds vote for adoption and  
 3 the vote will be taken by keypad.  
 4 Are you ready for the question?  
 5 Mr. Kepner. So 1 for yes, 2 for no.  
 6 MR. KEPNER: We are ready. Vote  
 7 now. Votes will close in 5, 4, 3, 2, 1. Stop.  
 8 So the vote is 86% of the weighted vote in favor  
 9 and 14% opposed. Therefore, there are two-thirds  
 10 in the affirmative and the motion is adopted.  
 11 Bylaw 703 is amended as proposed. Thank you.  
 12 I will now pass this to Mike  
 13 Malamut, our parliamentarian who will handle the  
 14 policy section of the agenda. Thank you.  
 15 THE PARLIAMENTARIAN: Thank you,  
 16 Greg. I'm Mike Malamut, the parliamentarian, and  
 17 I'll be handling the policies today. Included in  
 18 your Book of Reports in Section 7 are a series of  
 19 new policies and policy amendments proposed by  
 20 organizational members.  
 21 As required by Bylaw 802, all of  
 22 these proposed amendments and new policies have  
 23 been reviewed by the Rules Committee and their  
 24 reports are included in the Book of Rules. We  
 25 will now proceed to consideration of these

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1 proposed policies.  
 2 The first proposed policy in  
 3 your Book of Reports is Policy 202-1 related to  
 4 gender parity among professional leagues. The  
 5 amendment was proposed by the West Virginia Soccer  
 6 Association and is first in the Book of Reports  
 7 under the New Policy section.  
 8 My understanding is that this  
 9 proposed policy is intended to be withdrawn by the  
 10 organization for some further work. So,  
 11 therefore, I call on the maker of the motion  
 12 from -- a representative from West Virginia Soccer  
 13 Association to speak to it.  
 14 MR. LARABA: Yes. Dave Laraba, West  
 15 by God Virginia. We do feel strongly about this  
 16 gender parity issue. We respect -- respectfully  
 17 disagree with the Rules Committee and we  
 18 appreciate their work and the work of the Board of  
 19 Directors. We do withdraw this motion. We will  
 20 work with the Rules Committee to try to come up  
 21 with a bylaw proposal for next year. We do urge  
 22 the Pro Council to deal with this issue on their  
 23 own which they have the power to do. Thank you.  
 24 THE PARLIAMENTARIAN: Thank you very  
 25 much. The proposal is withdrawn and the next

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1 proposal in order for consideration is Policy  
 2 214-2, an amendment that is proposed in regard to  
 3 membership fees.  
 4       The proposed amendment would  
 5 restructure dues in a number of categories. The  
 6 amendment is proposed by the Metropolitan District  
 7 of Columbia Virginia Soccer Association and is  
 8 included second in your Book of Reports for the  
 9 New Policy section.  
 10       The proposed amendment has been  
 11 reviewed by the Rules Committee which made no  
 12 recommendation. The Board reviewed the proposed  
 13 amendment and recommends against it on the basis  
 14 that Bylaw 212 requires that the Board first  
 15 recommend dues changes before the National Council  
 16 can approve them. Because these proposed changes  
 17 were not recommended by the Board first to the  
 18 National Council, the motion to amend Policy 214-2  
 19 is, therefore, ruled out of order.  
 20       The Chair would recognize the  
 21 maker of the motion to make a brief statement at  
 22 this time.  
 23       MR. SADOWSKI: I'll make a motion.  
 24 This is the National Council. We are the members.  
 25 We're supposed to have national meetings to

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1 discuss national policy and this is one of them.  
 2 And if the -- when you'll note at the end of your  
 3 books, there's proposals by the Board that we're  
 4 asked to approve. So if the members here have the  
 5 right and the authority to approve policies of the  
 6 Board of Directors, why wouldn't the members have  
 7 the same right and power to reject the Board of  
 8 Record -- a Board decision to reject a proposal?  
 9 That's my question for the parliamentarian and  
 10 then I have a motion to make after that.  
 11       THE PARLIAMENTARIAN: The way the  
 12 bylaws read in this regard is not to -- as to  
 13 policies in general, but it's specific as to dues  
 14 changes and dues changes under the bylaws must be  
 15 recommended to the body by the Board. So it's  
 16 not -- in general terms, we say specific controls  
 17 the general. So there's a specific bylaw  
 18 provision in regard to dues and that controls the  
 19 general bylaws that the policies are being  
 20 approved by the National Council.  
 21       MR. SADOWSKI: So the answer is that  
 22 we as members don't have control over what our  
 23 Board of Directors does or does not do at these  
 24 meetings? And is our only remedy to that to  
 25 change the composition of the Board of Directors

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1 to people who will listen to us?  
 2       THE PARLIAMENTARIAN: I'm not going  
 3 to advise this body on policies. That's not my  
 4 role. My role is to interpret the bylaws as  
 5 written, but you know there are different ways  
 6 that if you don't like the way the current bylaws  
 7 read, that you can address that situation. So  
 8 thank you very much.  
 9       MR. SADOWSKI: I'm not done.  
 10       THE PARLIAMENTARIAN: I thank you  
 11 for your comment.  
 12       MR. SADOWSKI: I'm not done, sir. I  
 13 believe it is the time to talk about this as an  
 14 actual group. So the Metropolitan D.C. Virginia  
 15 Soccer Association moves to override the decision  
 16 of the Chair, which I understand is a simple  
 17 majority, so if you folks want to have a  
 18 discussion, it looks like, about this then you  
 19 need to vote in favor of the motion to override  
 20 the decision of the Chair and then people can talk  
 21 about the fee proposal as a group, as we should,  
 22 as members.  
 23       THE PARLIAMENTARIAN: Thank you,  
 24 sir, for your comment in that regard. I take it  
 25 as that the member is trying to raise an appeal of

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1 the Chair's ruling in this regard. However, this  
 2 matter has previously been addressed by this body  
 3 and I believe there are precedents of the National  
 4 Council in this regard that can be reviewed in the  
 5 minutes of prior meetings.  
 6       Therefore, I'm going to rule  
 7 that under Robert's Rules of Order Page 256 this  
 8 is a matter as to which there cannot be two  
 9 reasonable interpretations of the bylaw provision,  
 10 which is very clear, and, therefore, the appeal is  
 11 out of order at this time. Thank you very much.  
 12       MR. SADOWSKI: Sir -- respectfully,  
 13 sir, a motion to override the decision of the  
 14 Chair is not debatable except that it requires the  
 15 majority vote.  
 16       THE PARLIAMENTARIAN: Sir --  
 17       MR. SADOWSKI: Excuse me. I'm not  
 18 done. The Chair does not decide what this  
 19 membership organization does and I will move to  
 20 override the Chair's second decision to try and  
 21 squash it on this policy.  
 22       THE PARLIAMENTARIAN: Thank you very  
 23 much.  
 24       MULTIPLE SPEAKERS: Second.  
 25       THE PARLIAMENTARIAN: Thank you very

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1 much.  
 2       **MULTIPLE SPEAKERS:** Second to the  
 3 motion.  
 4       **THE PARLIAMENTARIAN:** Thank you very  
 5 much.  
 6       **MULTIPLE SPEAKERS:** Second to the  
 7 motion.  
 8       **THE PARLIAMENTARIAN:** Thank you very  
 9 much. The motion that the member is trying to  
 10 make is called an appeal. It's not to override  
 11 the Chair. It's called an appeal, but the rules  
 12 are very clear. The member is also incorrect. If  
 13 it were permissible, it would be debatable.  
 14       I am here as a servant of this  
 15 body and I make my decision solely in that regard.  
 16 The person who has the formal role to make that  
 17 decision would be the President of the  
 18 organization. I would confer with him for a  
 19 moment to see if he is in accord with my opinion.  
 20       **PRESIDENT CORDEIRO:** Okay. Jim, let  
 21 me say in the first position I agree with Mike,  
 22 the parliamentarian, that I don't think it's  
 23 appropriate to address this right now, but I share  
 24 your concern. I know a lot of members want to  
 25 talk about this. What I would like to suggest,

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1 Jim, is that we -- I'm happy to say here today  
 2 that we will sponsor/support a task force that --  
 3 let's work together, not here now in the spirit of  
 4 the moment, but we will work together and talk  
 5 about this and if there is a general feeling that  
 6 we want to proceed on that basis, then we can  
 7 bring back a bylaw change next year, but I think  
 8 at this particular moment I support what the  
 9 parliamentarian is saying. I don't think it's  
 10 appropriate for us to have this discussion now,  
 11 but I'm happy to support a task force to address  
 12 these issues and concerns.  
 13       **MR. SADOWSKI:** May I respond?  
 14       **PRESIDENT CORDEIRO:** Yes.  
 15       **MR. SADOWSKI:** I recall as a  
 16 candidate you ruled -- you ran against -- in  
 17 support of lowering the player fees. I submitted  
 18 my proposal before the deadline. I was told that  
 19 it was placed before the Board of Directors and  
 20 the December meeting, but not acted upon. I  
 21 reviewed the minutes from yesterday's meeting and  
 22 as the proposal was considered and acted upon at  
 23 the December meeting, it should have appeared as  
 24 unfinished business on yesterday's meeting. It  
 25 did not.

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1       So what I see here is a Board  
 2 not acting on a proposal, one of which was a  
 3 campaign promise, and so I'm very disappointed. I  
 4 still think the parliamentarian is incorrect. We  
 5 don't need a task force to tell us the fees are  
 6 too high. You have enough money. We're spending  
 7 as a deficit as it is to invest in growing the  
 8 game and there is no better way to invest in  
 9 growing the game to allow us to recruit new  
 10 members on lower fees and my last motion would be  
 11 to suspend Robert's Rules temporarily so the  
 12 council can discuss this issue.  
 13       **PRESIDENT CORDEIRO:** Jim, the  
 14 Board --  
 15       **MR. SADOWSKI:** Is there a second?  
 16 Is there a third? Is there a 100th?  
 17       **THE PARLIAMENTARIAN:** Thank you very  
 18 much for your comment. Unfortunately, because  
 19 this is a bylaw interpretation matter and the  
 20 bylaw is clear, the bylaws cannot be superseded by  
 21 a motion to suspend the rules. We cannot suspend  
 22 the bylaws unless they clearly provide for their  
 23 own suspension in that regard. So the motion is  
 24 not well-taken. Thank you very much, sir.  
 25       **UNIDENTIFIED SPEAKER:** Could I ask a

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1 question? Excuse me, sir. Could I ask a quick  
 2 question?  
 3       **PRESIDENT CORDEIRO:** Yes.  
 4       **UNIDENTIFIED SPEAKER:** My  
 5 understanding is that for the fee change to be put  
 6 before this body to be voted, it would have to be  
 7 first recommended by the Board, is that correct,  
 8 by the bylaws?  
 9       **THE PARLIAMENTARIAN:** That's what  
 10 the bylaws say.  
 11       **UNIDENTIFIED SPEAKER:** So to change  
 12 that, the bylaws would have to be amended?  
 13       **THE PARLIAMENTARIAN:** The bylaw is  
 14 to be amended or if we want to elect a Board that  
 15 has different opinions more in accord with what  
 16 your positions are, we can --  
 17       **UNIDENTIFIED SPEAKER:** Just to help  
 18 us, could you please point to which bylaw says  
 19 that the Board has to approve a fee change?  
 20       **THE PARLIAMENTARIAN:** Bylaw 212.  
 21       **UNIDENTIFIED SPEAKER:** Bylaw 212?  
 22       **MR. FIKE:** Bylaw 212 provides that  
 23 each organization member shall pay to the  
 24 Federation annual fees recommended by the Board  
 25 and approved by the National Council by majority

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1 vote. That's the language from the Bylaw 212.  
 2 UNIDENTIFIED SPEAKER: Next up would  
 3 have to be an amendment of that bylaw, correct, if  
 4 they want to bring this to -- either to the floor  
 5 or the Board to approve before that, correct?  
 6 THE PARLIAMENTARIAN: If -- if you  
 7 wish to do so now, that's not before the body at  
 8 this time because of timeframes.  
 9 UNIDENTIFIED SPEAKER: I understand.  
 10 Thank you.  
 11 THE PARLIAMENTARIAN: Thank you very  
 12 much. This matter will be considered.  
 13 MS. BEVAN: Excuse me. This is  
 14 Marti Bevan of D.C. --  
 15 THE PARLIAMENTARIAN: Ma'am, you  
 16 have to be recognized. You can't speak until  
 17 you're recognized. I need to inform the body of  
 18 what the results were and so the President has  
 19 committed to have the task force formed to address  
 20 this issue and you can expect that there will be a  
 21 report to the body eventually in response to that.  
 22 Thank you very much. The Chair recognizes the  
 23 member.  
 24 MS. BEVAN: Marti Bevan, Metro  
 25 D.C.-Virginia Soccer Association. Thank you.

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1 You indicated earlier that prior  
 2 precedent was established. Can you clarify what  
 3 precedent you're referring to?  
 4 THE PARLIAMENTARIAN: My  
 5 understanding is that that issue has been  
 6 previously raised before this body some time since  
 7 these bylaws were adopted. I don't have an exact  
 8 date in front of me.  
 9 MS. BEVAN: Are you referring to a  
 10 time when we voted on this several years ago?  
 11 THE PARLIAMENTARIAN: Ma'am, I am  
 12 informed this is the case.  
 13 MS. BEVAN: Okay.  
 14 THE PARLIAMENTARIAN: I don't have  
 15 the details in front of me, but the bylaw itself,  
 16 the language of the bylaw itself, was just read to  
 17 you and it's clear.  
 18 MS. BEVAN: Okay. So --  
 19 THE PARLIAMENTARIAN: You can ask --  
 20 you can ask the general counsel's office after the  
 21 meeting and I'm sure they will address it.  
 22 MS. BEVAN: The only comment I  
 23 wanted to make was at that time we were promised  
 24 we would readdress this issue and have the  
 25 discussion and that we would have some engagement

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1 which didn't occur and to Joe's point it was sort  
 2 of a campaign promise that we would revisit this  
 3 and that didn't occur.  
 4 So I -- yes, a task force is  
 5 great. I want to do it. But I want to say  
 6 publicly here that you have now made a commitment  
 7 to have a task force and I believe that it would  
 8 be fair to say that we -- we deserve the  
 9 opportunity to really have this discussion and not  
 10 have it keep being pushed aside. Thank you very  
 11 much.  
 12 THE PARLIAMENTARIAN: Thank you for  
 13 your comments. The next item for consideration is  
 14 the proposal to amend Policy 414-1 Engagement With  
 15 Organization Members to add a new Section 4  
 16 regarding content of the minutes. The amendment  
 17 is proposed by the Cal -- California Soccer  
 18 Association North and is included third in your  
 19 Book of Reports and in your policy section.  
 20 The proposed amendment was  
 21 referred to the Rules Committee which made the  
 22 following recommendation which is the rationale  
 23 for adding Section 414-1 Engagement With  
 24 Organization Members is to clarify the nature of  
 25 the information to be included in the minutes of

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1 the meetings of the Board and extended committees  
 2 and to specify where those minutes may be found.  
 3 If the minutes completely, fully  
 4 and accurately reflect the decision to -- of the  
 5 Board and Standing Committees, it makes it  
 6 possible for National Council members and others  
 7 in the broader soccer community to accurately  
 8 understand what has been accomplished by the Board  
 9 or Standing Committee. And achieving clarity as  
 10 the actions taken by the Standing Committee of the  
 11 National Board of Directors will approve  
 12 transparency of governance and reduce confusion  
 13 and contention of the National Council -- at the  
 14 National Council level and the broader soccer  
 15 community served by the Federation.  
 16 I'm sorry. I read the rationale  
 17 of the proposed section, not the recommendation of  
 18 the Rules Committee. Now, we have the rationales  
 19 as stated by the maker of the motion. The Rules  
 20 Committee recommendation is as follows. As an  
 21 initial matter, the Rules Committee notes that  
 22 Policy 411-1 already provides when the Board of  
 23 Directors must approve the agreement entered  
 24 into -- wait.  
 25 Greg, there it is. As an

<p style="text-align: right;">62</p> <p>1 initial matter -- excuse me. The Rules Committee  2 notes that Bylaw 414 Section 5 provides minutes of  3 each Board meeting shall be posted on the  4 Federation's website within 10 days after  5 adoption. Therefore, the Board is already  6 required to post its open session minutes  7 consistent with the bylaw.  8         Second, the Rules Committee has  9 significant concerns about including contracts  10 that most often include sensitive, commercial  11 terms and confidentiality provisions with the  12 minutes. I believe that has been addressed.  13 Therefore, the Rules Committee recommends that the  14 reference to contracts be removed from any such  15 policy before it is approved.  16         Third, the Rules Committee notes  17 that committees like the Rules Committee that make  18 recommendations to the Board reflects its decision  19 in its report to the Board that would be included  20 in relevant part of the Board's minutes.  21 Therefore, the Rules Committee would recommend  22 that the Board carefully review whether having all  23 committees keep and publish minutes should be a  24 requirement.  25         Last, the Rules Committee sees</p>	<p style="text-align: right;">64</p> <p>1 the feedback both from Mr. Fike as counsel to the  2 Federation and also the feedback from the Rules  3 Committee which is the reason for the reduction in  4 this request. Just so everyone is clear, this  5 request is to provide more specificity about the  6 depth of action minutes to be provided.  7         So I have a question for the  8 parliamentarian. I would certainly be willing to  9 make the motion to approve Section 4, the addition  10 of Section 4 to 414-1, removing the requirement  11 regarding contracts and it makes sense because  12 some of the Federation's contracts, the other  13 parties to the contracts, require nondisclosure  14 terms in the contracts. So that makes sense to  15 remove that.  16         Secondly, to reduce the  17 requirement for Standing Committees to simply  18 Referee Standing Committee, Budget Finance  19 Standing Committee and the Open Cup Standing  20 Committee, but I have a question if I make that  21 motion -- a question for the parliamentarian.  22         If I make that motion in that  23 form and it is defeated, could someone else make a  24 subsequent motion to remove all Standing  25 Committees and have a vote on that?</p>
<p style="text-align: right;">63</p> <p>1 no conflict with including the text of policies,  2 competition rules, resolutions, bylaw  3 recommendations and budgets or budget revisions  4 approved by the Board in open session with the  5 Board minutes. Thank you.  6         In response, the proposal -- the  7 proposer of the motion -- the proposer of the  8 motion has recommended the removal of the word  9 contracts from the proposal and has limited  10 publication to just certain limited named  11 committees open cut -- Open Cup budget and the  12 Referee Committee.  13         The Board made a recommendation  14 and the Board's recommendation is that the policy  15 be referred to the Nominating and Governance  16 Committee for further review and recommendation.  17         At this point, the question is  18 on adoption of the amendment to Policy 414 to add  19 a provision to the minutes with the changes just  20 read and the policy without those changes is found  21 in the New Policy section in the Book of Rules.  22         Is there any discussion? And I  23 recognize the representative of Cal North.  24         DR. MOORE: Yes, Dr. Tom Moore from  25 California Soccer Association North. I appreciate</p>	<p style="text-align: right;">65</p> <p>1         THE PARLIAMENTARIAN: That's not the  2 way the procedure would follow. The way to do it  3 would be for -- to put the motion on the floor and  4 then for someone to amend the proposal while it's  5 on the floor to make those changes.  6         MR. MOORE: It sounds like we ought  7 to hear some debate about that. So I will make  8 the motion with those changes to add Section 4  9 eliminating the requirement for information about  10 contracts in the depth of the minutes and limiting  11 it to just those three committees and I will  12 simply provide the argument for why those  13 particular three committees -- obviously, we're  14 all concerned about referees; secondly, we all  15 should be concerned about budget and finance from  16 the Federation; and, thirdly, of course, much of  17 what the Federation does is about competitions.  18 So that's the motion.  19         THE PARLIAMENTARIAN: Thank you very  20 much. The Board has made a recommendation --  21         PRESIDENT CORDEIRO: Tom, you know,  22 the Budget Committee is no longer a Standing  23 Committee. The Budget Committee is now part of --  24 is a Board Committee and this is why I think we're  25 suggesting this go to the Nominating Governance</p>

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1 Committee so to get it clarified and bring it back  
 2 next year.  
 3         Look, we're trying to be open,  
 4 we're trying to be more transparent, but we can't  
 5 rush into things and find ourselves in an even  
 6 more difficult position than we're in today. So  
 7 we're not hiding anything. Please, let's do it in  
 8 a proper and suited way and that's it. What  
 9 you're really referring to is the Open Cup  
 10 Committee and the Referee Committee, which is no  
 11 longer a Budget Committee.  
 12         MR. MOORE: I'd be happy to remove  
 13 in my motion budget and finance just to move us  
 14 forward.  
 15         THE PARLIAMENTARIAN: So as the  
 16 maker of the motion, you may do so. So the  
 17 proposal is modified to refer only to the Open Cup  
 18 and Referee?  
 19         MR. MOORE: Correct.  
 20         THE PARLIAMENTARIAN: Thank you.  
 21 The Board made a recommendation in regard to this  
 22 proposal and so I would recognize next a member of  
 23 the Board to move to commit.  
 24         Is there a member of the Board  
 25 who wishes to make that motion?

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1         MR. MOTTA: So moved.  
 2         THE PARLIAMENTARIAN: So moved,  
 3 Mr. Motta.  
 4         Is there a second? The  
 5 recommendation comes from the Board.  
 6         MR. TURNEY: Second.  
 7         THE PARLIAMENTARIAN: There's a  
 8 second. So the question is on whether this motion  
 9 as modified should be sent to the Nominating and  
 10 Governance Committee for a report and  
 11 recommendation at next year's meeting.  
 12         Is there anyone who wishes to  
 13 speak towards this motion? Seeing none, we will  
 14 vote on the motion to commit. The motion to  
 15 commit requires a majority. All those in favor  
 16 please -- Mr. Kepner, are we ready to take a vote?  
 17         MR. KEPNER: We are.  
 18         THE PARLIAMENTARIAN: All those in  
 19 favor of sending proposed Policy 414-1 amended to  
 20 the Nominating and Governance Committee for a  
 21 report back at the next AGM please press 1, all  
 22 those opposed --  
 23         MR. DELAY: Can I ask a quick  
 24 question? Can I ask a quick -- I'm not clear what  
 25 we just did.

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1         You had a motion on the floor  
 2 and then you took a recommendation from the Board.  
 3 So what happened to the original motion? We  
 4 didn't get to vote on that.  
 5         THE PARLIAMENTARIAN: I'm the  
 6 parliamentarian. So when -- there is a priority  
 7 in recognition. The Board made a recommendation  
 8 so they were entitled to speak second. They're  
 9 entitled under the bylaws to make recommendations.  
 10 The bylaws --  
 11         MR. DELAY: So just for clarity, any  
 12 time there is a Board recommendation, that  
 13 overrides a motion from a member?  
 14         THE PARLIAMENTARIAN: It doesn't  
 15 override the motion at all by any means. What  
 16 happens is that any member who is on the floor at  
 17 any time can make a motion as part of that  
 18 member's comments on the floor. That includes a  
 19 motion to amend, a motion to postpone, a motion to  
 20 commit, et cetera. That's part of the recognition  
 21 of the person speaking. So the first priority and  
 22 recognition is to the maker of the motion.  
 23         MR. DELAY: But wouldn't --  
 24         THE PARLIAMENTARIAN: The second  
 25 priority --

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1         MR. DELAY: But wouldn't the maker  
 2 of the motion have the ability to not allow that  
 3 recommendation?  
 4         THE PARLIAMENTARIAN: It's not --  
 5         MR. DELAY: Don't they have to  
 6 accept the change to their motion?  
 7         THE PARLIAMENTARIAN: Sir, it's the  
 8 body that votes on the motion. If anyone makes a  
 9 motion to amend, to committee, postpone, then a  
 10 vote is taken by the body and the body makes that  
 11 determination. So --  
 12         MR. DELAY: You're going to --  
 13 I'll --  
 14         THE PARLIAMENTARIAN: -- one body  
 15 can decide sending it to the committee is a good  
 16 thing, one body can decide that it's not. It's a  
 17 debatable motion, but nobody chose to debate.  
 18         I'm sorry. Was the gentleman  
 19 who just spoke, were you confused on the issue of  
 20 what language is in front of us at this point?  
 21         MR. DELAY: I'm confused by the  
 22 whole process because you have a motion that is in  
 23 the book to accept an amended motion for that as  
 24 well as an original motion --  
 25         THE PARLIAMENTARIAN: So the maker

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1 of the motion, which was Cal North, had some  
 2 modifications to the initial language.  
 3 MR. DELAY: But I thought your  
 4 recommendation to him was to put the original  
 5 motion on the floor and then allow it to be  
 6 amended from the floor?  
 7 THE PARLIAMENTARIAN: No.  
 8 MR. DELAY: That's what you  
 9 recommended.  
 10 THE PARLIAMENTARIAN: No, there was  
 11 another amendment that he -- not this particular  
 12 amendment which was to limit the number of  
 13 committees and to take out --  
 14 MR. DELAY: I understand that.  
 15 THE PARLIAMENTARIAN: -- contracts.  
 16 MR. DELAY: Your answer to him was  
 17 to make the original motion and then to have it  
 18 amended from the floor.  
 19 THE PARLIAMENTARIAN: It wasn't to  
 20 make the original motion. It was to make the  
 21 modified motion and then he said there was another  
 22 amendment that somebody might want to make -- sir,  
 23 I'm sorry. I didn't write that down. Could you  
 24 please let the body know.  
 25 MR. MOORE: So two things. So the

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1 main motion on the floor is what is in your Board  
 2 Book of Reports minus the line that says contracts  
 3 and changing Standing Committees to just the  
 4 Referee and the Open Cup Committee.  
 5 As I understand it, after I made  
 6 my motion, I didn't hear the second, but I can't  
 7 hear the entire room, I assume there was a second,  
 8 there was a motion -- another motion to modify  
 9 which was to refer this to committee, which I  
 10 believe the parliamentarian says we have to vote  
 11 on first.  
 12 So if you would like to see a  
 13 motion that we made approved, we first need to  
 14 vote down the referral to committee and then it  
 15 will come back for a vote on the main motion, is  
 16 that correct.  
 17 THE PARLIAMENTARIAN: Yes, but I  
 18 thought you also said when you were on the floor  
 19 you made an inquiry to me if somebody wants to do  
 20 it a different way than this modified proposal how  
 21 would they do it? Do they wait for the modified  
 22 proposal to be voted up or down and then make a  
 23 new motion or is there some other way we should be  
 24 handling it? And I said if they wanted to modify  
 25 what you're proposing further, it should be made

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1 as an amendment during the debate on the motion.  
 2 I just don't recall what the substance of that  
 3 question was that you raised earlier.  
 4 MR. MOORE: It seems like at this  
 5 point the simplest way forward would be for the  
 6 National Council to determine whether they want  
 7 this referred back to the Rules Committee as the  
 8 current motion on the floor says. If they don't,  
 9 vote that down and then vote on the main motion,  
 10 is that correct?  
 11 (Applause.)  
 12 THE PARLIAMENTARIAN: Yes,  
 13 Mr. Motta. Since there was some confusion in this  
 14 regard, debate -- the motion to commit is  
 15 debatable. So I recognize -- the Chair  
 16 recognizes.  
 17 MR. MOTTA: After further  
 18 clarification, I will withdraw my motion.  
 19 THE PARLIAMENTARIAN: Thank you. So  
 20 you're not going to move to admit?  
 21 MR. MOTTA: No.  
 22 THE PARLIAMENTARIAN: So the motion  
 23 to refer to committee has now been withdrawn. We  
 24 had not yet voted on it. It was not -- there was  
 25 no debate on it. So it may be withdrawn at this

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1 time.  
 2 So then the debate that is on  
 3 Policy 414-1 as -- as modified by Cal North, is  
 4 there any further debate at this time on that  
 5 motion? There is no one at the podium -- at any  
 6 microphone that I see. So, in that case, we'll  
 7 proceed to an immediate vote. The question is on  
 8 adoption of Policy 414-1 as found in the policy  
 9 section of the Book of Reports. This motion  
 10 requires a majority vote for adoption and the vote  
 11 will be taken by keypad.  
 12 Are you ready for the question?  
 13 Mr. Kepner.  
 14 MR. KEPNER: Please begin voting  
 15 now.  
 16 THE PARLIAMENTARIAN: All those in  
 17 favor of the motion, please press 1 on your  
 18 keypad. All those opposed to the motion, please  
 19 press 2 on your keypads. I remind you, we are not  
 20 voting on the motion to commit, which was  
 21 withdrawn. We're voting on the substance of the  
 22 change to 414-1 as printed with the modifications  
 23 suggested by Cal North removing contracts and  
 24 limiting the committees to Open Cup and Referee.  
 25 MR. KEPNER: Voting will stop in 5,

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1 4, 3, 2, 1. Stop.  
 2 THE PARLIAMENTARIAN: Yes, the  
 3 policy is adopted, but it requires a majority.  
 4 There are 85.8% in favor and 14.2% against. A  
 5 clear majority in favor and the modifications to  
 6 Policy 414-1 as -- as further modified on the  
 7 floor of this body will be incorporated into the  
 8 policies.  
 9 The next item for consideration  
 10 is the proposal to add a new Policy 511-2 relating  
 11 to procurement policy. The amendment is proposed  
 12 by the Illinois Soccer Association and is included  
 13 fourth in your Book of Reports in the New Policy  
 14 section. The proposed amendment has been reviewed  
 15 by the Rules Committee which we recommended that  
 16 any procurement policy be more tailored towards  
 17 the needs of the U.S. Soccer Federation.  
 18 The Board has concurred the  
 19 recommendation of the Rules Committee and rejected  
 20 the policy. So the question is on adoption of the  
 21 proposed Policy 511-2. It's found in the New  
 22 Policy section in the reports. Is there any  
 23 discussion?  
 24 The Illinois Soccer Association  
 25 has a priority recognition. If no one wishes to

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1 speak to the proposal, the question is on adoption  
 2 of the proposed new Policy 511-2 as found in the  
 3 New Policy section in the Book of Reports. This  
 4 motion requires a majority vote for adoption and  
 5 the vote will be taken by keypad.  
 6 Are you ready for the question?  
 7 Mr. Kepner, please proceed to start taking the  
 8 vote.  
 9 MR. KEPNER: You can all begin to  
 10 vote.  
 11 THE PARLIAMENTARIAN: All those in  
 12 favor of the motion, please press 1 on your  
 13 keypads. All those opposed to the motion please  
 14 press 2 on your keypads. Majority is required.  
 15 MR. KEPNER: Begin voting now. 5,  
 16 4, 3, 2, 1. Stop. Thank you. The yeses are  
 17 19.3% and the negative is 80.7%. A majority being  
 18 required, less than a majority having voted in  
 19 favor the proposal is not adopted and will not be  
 20 included in the policies of this Federation going  
 21 forward.  
 22 The next item is 601.5 a  
 23 proposal to amend that provision relating to  
 24 amateur registration. It was proposed by the  
 25 Metropolitan District of Columbia Virginia Soccer

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1 Association. That policy has since the time that  
 2 the book was -- the book was published been  
 3 approved by the Board at yesterday's Board meeting  
 4 and, therefore, this policy is before the body in  
 5 the next section with the other Board-approved  
 6 policies.  
 7 So we will now turn to the next  
 8 section which is Section 8 in the Book of Reports.  
 9 MR. SADOWSKI: Hello. I just want  
 10 to be clear that that decision was done yesterday,  
 11 the Board approved the policy change Policy 601-5?  
 12 THE PARLIAMENTARIAN: Yes.  
 13 MR. SADOWSKI: Because the Board's  
 14 approval of the policy is not in the book with the  
 15 other measures that were approved. So it's not in  
 16 the book, the book I have.  
 17 THE PARLIAMENTARIAN: Right.  
 18 Correct. I thought I -- that's fine. Thank you  
 19 for the clarification.  
 20 MR. SADOWSKI: It's just not in the  
 21 book. So if people are looking for it.  
 22 THE PARLIAMENTARIAN: It's in the  
 23 book. It's just in the book under new policies  
 24 and it's going to be considered with the following  
 25 section which is Board-approved policies.

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1 MR. SADOWSKI: Got it.  
 2 THE PARLIAMENTARIAN: If you want to  
 3 look at the text of that, you have to look at it  
 4 in a different section. So at this point,  
 5 Section -- we are on Section 8 of the Book of  
 6 Reports, which is affirmation of policies and  
 7 policy amendments adopted by the Board during the  
 8 prior year. And we typically consider these  
 9 changes on block, which means all together with  
 10 one single vote under the consent agenda  
 11 procedure. These amendments are amendments to  
 12 Policies 102(4-1) 601-2, 601-4 and now 601-5. So  
 13 those policies will be up for consideration on  
 14 block under the consent agenda procedure unless  
 15 someone wishes to debate one of those particular  
 16 proposals.  
 17 Does anyone at this point have  
 18 any desire to pull out one of those proposals for  
 19 individual debate? Seeing no one, we will  
 20 consider the policies on block. That's 102(4-1),  
 21 601-2, 601-4 and 601-5. With that, if there is no  
 22 objection, those proposals will be adopted and  
 23 approved as affirmed by this body.  
 24 Seeing no objection, those  
 25 stated policies 104(1) -- 102(4-1), 601-2, 601-4

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1 and 601-5 are now in the Book of Policies as  
 2 approved by the Board and affirmed by this body.  
 3 Thank you very much. The next  
 4 item is elections and, Mr. Cordeiro, you can  
 5 stand.  
 6 (Applause.)  
 7 PRESIDENT CORDEIRO: Thank you,  
 8 Mike, and thank all our parliamentarians.  
 9 As -- as you all know, our  
 10 Federation and Board of Directors benefit from the  
 11 service and contributions of Independent  
 12 Directors. Our Independent Directors are selected  
 13 because they bring unique experience and expertise  
 14 often from the private sector that help make our  
 15 Federation even stronger and more effective.  
 16 They're truly independent. They  
 17 do not represent any member of our Federation and  
 18 they are tasked with providing their impartial  
 19 advice and counsel. We have three seats on the  
 20 Board to serve as Independent Directors. We're  
 21 very grateful to Lisa Carnoy and Patti Hart for  
 22 serving in this capacity and today we're  
 23 considering a candidate to fill the remaining  
 24 position which is currently vacant.  
 25 At the Board level, our

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1 Nominating and Governance Committee along with an  
 2 independent search firm, Heidrick & Struggles,  
 3 helped coordinate our review and I want to thank  
 4 Chair Chris Ahrens and the members of that  
 5 committee for their diligence in this process.  
 6 The committee presented its recommendation to the  
 7 Board which approved it and now presents a  
 8 candidate for Board consideration Juan Uro.  
 9 We announced Juan's nomination  
 10 earlier this week and I hope you all had a chance  
 11 to review his very impressive qualifications and  
 12 although he is not able to be with us today Juan  
 13 has more than 20 years of experience as a  
 14 management consultant advising companies around  
 15 the world, including many from the Fortune 100.  
 16 He is a leading expert on developing effective  
 17 strategies and operations that help organizations  
 18 grow and thrive, including when he led the  
 19 strategy in finance at the NBA.  
 20 With his proven record, along  
 21 with his love of the game, Juan would be an ideal  
 22 Independent Director to help guide our Federation  
 23 in our next area of growth. So all of those in  
 24 favor of the election of Juan Uro as Independent  
 25 Director, could you please say aye.

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1 MULTIPLE SPEAKERS: Aye.  
 2 PRESIDENT CORDEIRO: Any opposed?  
 3 Great. The ayes have it. Congratulations, Juan,  
 4 our new Independent Director.  
 5 (Applause.)  
 6 PRESIDENT CORDEIRO: Two years ago  
 7 our Presidential election in Orlando left a  
 8 vacancy for our Vice President. Last year in  
 9 Scottsdale we conducted an election and Cindy  
 10 Parlow Cone was chosen to fill the remaining one  
 11 year of the current term for Vice President.  
 12 Today, we'll have an election for a full four-year  
 13 term for Vice President and in accordance with our  
 14 bylaws and policies the nomination process was  
 15 public starting back in September and closing on  
 16 December 17th. Two candidates completed the  
 17 nomination process; Cindy Parlow Cone and John  
 18 Motta.  
 19 So, at this point, I want to  
 20 invite both Cindy and John to make brief remarks,  
 21 five minutes each. The candidates participated in  
 22 a draw yesterday morning. I think Cindy will  
 23 speak first followed by John. Cindy?  
 24 MS. CONE: Thank you. It's been an  
 25 honor to serve as your Vice President and I hope

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1 to continue to do so for the next four years. I  
 2 believe that with my extensive knowledge and  
 3 experience in soccer as a player, coach and  
 4 executive, my experience working in the soccer  
 5 landscape from a grassroots to the international  
 6 level and my ability to build bridges and bring  
 7 people together makes me uniquely positioned to  
 8 serve the game, our players and you as your VP.  
 9 I will work to continue to grow  
 10 our game, to create better environments for all  
 11 and eliminate barriers to our game. I am  
 12 passionately driven to positively impact our game  
 13 at all levels, in all demographics and improve the  
 14 experience of our current and future participants.  
 15 I will advocate for the game,  
 16 our players and the future of soccer in the United  
 17 States. So when the time comes to push the  
 18 button, I hope you vote for this future. Thank  
 19 you.  
 20 (Applause.)  
 21 MR. MOTTA: Good morning, everyone,  
 22 and yesterday I had the honor to address many of  
 23 the groups. For those who I did not address  
 24 yesterday, I will do a condensed version of what I  
 25 did yesterday. So my involvement in soccer

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1 started as a young boy. My parents came from the  
 2 country of Portugal and being from the country of  
 3 Portugal when they came to this country, they had  
 4 no soccer in their community and my dad and his  
 5 friends put together the first soccer club in  
 6 Bristol, Rhode Island and my dad also built the  
 7 first soccer field in the town we lived in. So I  
 8 grew up with my dad on the soccer field as far as  
 9 I can remember and until today I have always been  
 10 involved in the game.

11 My experience has been in all  
 12 aspects of the game. I was a state President of a  
 13 joint state association, New Hampshire State  
 14 Soccer Association, from 1988 through 1998. I  
 15 left that position when I was elected as Vice  
 16 President of the Federation in 1998. I had to  
 17 resign as the President of New Hampshire to take  
 18 on that position. So I do have the experience. I  
 19 know what that position takes to do it because I  
 20 have done it before. I have also served on many  
 21 regional committees. I am currently the President  
 22 of U.S. Adult Soccer.

23 With that, I will also go into  
 24 what my personal life involves. As many of you  
 25 know, I am a business owner. I am currently a

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1 franchisee with the Dunkin Donuts, which today  
 2 they only want to be called Dunkin. So I started  
 3 in that business exactly 40 years ago this year  
 4 and I started when my dad bought his first  
 5 franchise in Massachusetts. We left Rhode Island  
 6 and went to Massachusetts and I started working  
 7 for my dad. And 40 years later I am lucky enough  
 8 to own 30 locations in two different states. I  
 9 employ over 500 employees today and God blessed me  
 10 with four beautiful children who has taken over  
 11 the business to give me time to do what I love,  
 12 which is soccer, which I want to stress which I do  
 13 have the time that is dedicated to do the job  
 14 properly.

15 If Carlos calls me tonight and  
 16 says, "John, I need you to go to California  
 17 tomorrow," all I do is pick up the phone and book  
 18 a flight and I'm there. I have nobody I need to  
 19 ask permission to -- from except one person, my  
 20 wife, and I wouldn't be here today if I didn't  
 21 have the support of my wife and many of you in the  
 22 crowd know my wife, she is very supportive, she is  
 23 a wonderful woman and I wouldn't be running for  
 24 this position if she did not give me her support.  
 25 I think that's all I will say.

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1 I do have a few more things. I know five minutes  
 2 comes quick. I would like your support, of  
 3 course, and I know I'm up for the job. I have the  
 4 time to do it properly. So, again, as Cindy says,  
 5 when the time comes I hope it's John Motta. Thank  
 6 you.

7 (Applause.)

8 PRESIDENT CORDEIRO: Okay. Thank  
 9 you, Cindy, and thank you, John. At this point, I  
 10 think we're ready to vote.

11 Bob Kepner, please proceed with  
 12 taking the vote. Mr. Kepner?

13 MR. KEPNER: 1 is Cindy Cone, 2 is  
 14 John Motta. Please begin voting now. Counting  
 15 down 5, 4, 3, 2, 1. Stop. So the --

16 PRESIDENT CORDEIRO: So the results  
 17 are posted on the screen. Cindy Parlow Cone  
 18 received 73.8%, John Motta received 26.2%. There  
 19 is a majority for Cindy Parlow Cone and she is  
 20 elected Vice President for a new four-year term.  
 21 Please welcome the Vice President of U.S. Soccer  
 22 Federation.

23 (Applause.)

24 MS. CONE: Thank you. As I said  
 25 before, it's an honor to be your VP. John, I look

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1 forward to continuing our work together on the  
 2 Board and I look forward to continuing to work  
 3 with all of you. I had the chance to visit all of  
 4 you this past week and I would love to continue  
 5 the conversation. You know how to get in touch  
 6 with me. So please reach out if you have any  
 7 questions or want to pick my brain or I'm still  
 8 learning from all of you. So I appreciate the  
 9 opportunity and I look forward to continuing to  
 10 serve you all.

11 (Applause.)

12 PRESIDENT CORDEIRO: Thank you.  
 13 Thank you so much, Cindy, and thank you, John, for  
 14 your candidacy, for your ideas that you put  
 15 forward for your commitment to adult soccer and  
 16 its partnership with the Federation. John, on  
 17 behalf of all of us, thank you.

18 (Applause.)

19 PRESIDENT CORDEIRO: And to Cindy,  
 20 you know, the role of Vice President is often --  
 21 is often unheralded. Having been a Vice  
 22 President, I can say that. Outside -- outside the  
 23 Board, most people don't often see or fully  
 24 appreciate the work that -- that is involved. But  
 25 I can't say enough how much we value your service

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1 in the past year, Cindy, as the first former  
 2 National Team player to serve as Vice President,  
 3 co-Chair of our Youth Task Force, member of  
 4 multiple committees and playing really an  
 5 instrumental role in hiring Kate as our first GM  
 6 and hiring Vlatko on -- as the new coach. And, of  
 7 course, so much more.  
 8         And on a very personal level, I  
 9 want to thank you, Cindy, for the advice and  
 10 counsel you've offered me every day and often on  
 11 some very late night calls and I'm very grateful  
 12 to your partnership and even more your friendship.  
 13 So with four years ahead of you, you know you're  
 14 just getting started.  
 15         You know, these positions have  
 16 an impact on families as well. And so we're also  
 17 very grateful to your husband John and your son  
 18 Steven. Thank you, Cindy, and thank you to you  
 19 and your family.  
 20         (Applause.)  
 21         PRESIDENT CORDEIRO: Okay. So now  
 22 for one of our great traditions here at U.S.  
 23 Soccer, for the Good of the Game. Before we  
 24 begin, I want to say a few words about one of the  
 25 true greats of the game. I would ask to join me

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1 on the stage the unrivaled Coach Jill Ellis.  
 2         (Applause.)  
 3         MS. ELLIS: I'll just take this seat  
 4 right here.  
 5         PRESIDENT CORDEIRO: So at our Board  
 6 meeting in September, we expressed our admiration  
 7 and gratitude to Jill with a proclamation and so  
 8 on behalf of the entire Board I want to share that  
 9 proclamation with all of you today and here it is.  
 10         On behalf -- and so please bear  
 11 with me. Whereas, Jill has devoted 20 years of  
 12 outstanding service to the women's and girl's  
 13 National Team programs at U.S. Soccer including as  
 14 Development Director for U.S. Soccer and head  
 15 coach for numerous Women's Youth National Teams;  
 16 whereas, as head coach of the U.S. Women's  
 17 National Soccer Team since May 16th, 2014, Jill  
 18 led the team to victories in eight tournaments;  
 19 the 2015 Algarve Cup, 2015 FIFA Women's World Cup,  
 20 the 2016 CONCACAF Women's Olympic qualifying  
 21 championship, 2016 SheBelieves Cup, 2018  
 22 SheBelieves Cup, 2018 Tournament of Nations, the  
 23 2018 CONCACAF Women's Championship and, of course,  
 24 the 2019 FIFA Women's World Cup winning all seven  
 25 games; whereas, Jill is the first coach in history

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1 to win two Women's World Cup titles leading the  
 2 U.S. Women's National Team to an unprecedented  
 3 four titles; whereas, she has coached the most  
 4 games in the history of the U.S. Women's National  
 5 Team with a current futbol record of 105-7-18 is  
 6 on track for the most wins of any coach in the  
 7 team's history and has led her players, coaches  
 8 and staff with sportsmanship, comradery and skill;  
 9 finally, whereas, her commitment, passion and  
 10 unrivaled achievement has inspired millions of  
 11 players, coaches and fans in the United States and  
 12 around the world raising the profile of the  
 13 women's game globally and setting the standard of  
 14 greatness for future generations.  
 15         Therefore, we the National Board  
 16 of Directors at the U.S. Soccer Federation do  
 17 hereby establish the Jill Ellis Scholarship, U.S.  
 18 Soccer's first ever endowed scholarship to support  
 19 coaching education with the focus of providing  
 20 opportunities to women of all walks of life and  
 21 growing the ranks of women in coaching for many --  
 22 I will add many years to come.  
 23         So I just want to note that  
 24 thanks to many generous donors, in just a few  
 25 short months, the Jill Ellis Scholarship has

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1 already raised \$215,000 to support women's coaches  
 2 and we're just getting started.  
 3         (Applause.)  
 4         PRESIDENT CORDEIRO: We're also very  
 5 grateful, Jill, that you will continue to  
 6 represent our Federation across our country and  
 7 around the world and I know we haven't -- we don't  
 8 let off too easily but as a U.S. Soccer  
 9 Ambassador. Please join me in saluting the  
 10 incomparable Jill Ellis.  
 11         (Applause.)  
 12         MS. ELLIS: I don't know if I can  
 13 cue this up. If you push 1 on your keypad, you  
 14 will donate to the Jill Ellis Scholarship Fund.  
 15 Can you get that done for me over there?  
 16         I just very briefly want to say  
 17 thank you so much to Carlos and the Board for  
 18 extending this. The greatest thing that I think  
 19 could -- that could happen would be for someone to  
 20 surpass the accomplishments and to pay it forward.  
 21 So this is a tremendous honor. Thank you for  
 22 that.  
 23         I just want to thank Dan and  
 24 Sunil for bringing me into the Federation many,  
 25 many years ago and it has been a crazy, amazing

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1 ride and this is actually my first AGM. So it's  
 2 now even a crazier, amazing ride. You guys are  
 3 impressive, but in sincerity I want to take also a  
 4 moment and thank everybody in this room. It is  
 5 actually an education to be here to see how many  
 6 people go into investing in our sport. I think  
 7 the best gift you guys can do is create  
 8 opportunity.  
 9 I was fortunate to have the  
 10 opportunity to take my first coaching education  
 11 many, many years ago, but, in truth, I did have to  
 12 ask my parents for money. So to have the support  
 13 of you people working out there -- and this is a  
 14 very gender diverse group, but I also implore you  
 15 based in your organizations where you come from to  
 16 really push and encourage and facilitate getting  
 17 more females in coaching.  
 18 (Applause.)  
 19 MS. ELLIS: I think it would be a  
 20 wonderful -- again, I certainly appreciate all the  
 21 work and I also want to take a second because the  
 22 work that you do, the passion, the commitment it  
 23 not only provides opportunities for coaches, it  
 24 also helps because I stand here as a recipient of  
 25 your legacy because the players that are here

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1 today came from your hometowns because of the  
 2 opportunities you afforded them.  
 3 So I want to thank you for the  
 4 work you do, from the grassroots, the  
 5 administrators, the referees. We really are a  
 6 massive community and I think we would all agree  
 7 that soccer is not just a sport. It is a gift for  
 8 all of us. So thank you again to the Board and  
 9 thank you for your time and I hope you guys get  
 10 out of here in good time today. Thank you.  
 11 (Applause.)  
 12 PRESIDENT CORDEIRO: Thank you,  
 13 Jill, again, and now for the Good of the Game.  
 14 This is another opportunity to make sure we're  
 15 always hearing from you, our members. This is  
 16 your Federation. We want to hear what is on your  
 17 mind, your successes, your concerns, your ideas  
 18 for how we can all work together better. I ask  
 19 that you give your name and affiliation and keep  
 20 your comments, please, as brief as possible so  
 21 that everyone has an opportunity to speak.  
 22 With that, the floor is open.  
 23 Let's start over here to my left.  
 24 MR. BUSCH: Mr. President, Tim  
 25 Busch, Washington State Adult Soccer, resident and

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1 adult commissioner. I wanted to thank the  
 2 Federation for the Innovation to Grow program for  
 3 funding a joint program with Indiana and  
 4 Washington for a program that will allow us to  
 5 identify 18 and 19-year old players in order for  
 6 those players to come into our leagues and  
 7 build -- kind of bridge the gap, something we  
 8 talked about forever. You guys have been very  
 9 good to us. You helped us fund our block soccer  
 10 program that continues to grow and I want to thank  
 11 not only the Federation, but the three individuals  
 12 that really made that grant possible.  
 13 First, our youth colleagues in  
 14 Washington Dan Popp and Terry Fisher and also for  
 15 our executive director of USASA who put the grant  
 16 together. It's a great program. Thank you very  
 17 much.  
 18 (Applause.)  
 19 PRESIDENT CORDEIRO: Thank you, Tim.  
 20 MR. FLAMHAFT: Mr. President, please  
 21 permit me to make a brief comment about two  
 22 subjects. All of you I'm sure are aware of a  
 23 time-honored tradition in soccer and that is the  
 24 exchange of team banners prior to the beginning of  
 25 a game between team captains. It is a showing of

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1 appropriate goodwill towards adversaries as well  
 2 as show of sportsmanship. I have introduced this  
 3 tradition to college soccer this year.  
 4 I have been told that I am the  
 5 first to introduce this and I'm humbled by this  
 6 distinction. I introduced this tradition through  
 7 my school Bucknell University and the first season  
 8 has been met with approval and the expectation is  
 9 it will be expanded throughout the country.  
 10 PRESIDENT CORDEIRO:  
 11 Congratulations.  
 12 MR. FLAMHAFT: Thank you. My second  
 13 comment is on a different subject. I share in  
 14 celebrating the success of the Women's World Cup  
 15 team, but for the moment I would like to touch on  
 16 my open experience as a National Team player and  
 17 my reaction to the conduct of the team in its most  
 18 recent competition.  
 19 As a member of the United States  
 20 team, in addition to performing positively on and  
 21 off the field, you are representing the values and  
 22 ideals of the United States. That's part of the  
 23 responsibility of wearing the uniform. So permit  
 24 me to comment on the recent ethics, conduct and  
 25 behavior of the team. Assuring and encouraging

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1 integrity and sportsmanship is of paramount  
 2 importance especially on the international stage.  
 3 Let me pose a question. Is it  
 4 okay for a National Team, while being successful  
 5 on the field, to act in an un-sportsmanlike manner  
 6 specifically by humiliating their opponents and  
 7 subjecting them to ridicule and then boast with  
 8 humility? Humility is an order. These actions  
 9 are not acceptable as they are inconsistent with  
 10 our values and I don't believe it's okay. I have  
 11 learned through my life experiences, and  
 12 especially in this organization, that you cannot  
 13 codify morality, but I think we should recognize  
 14 that what is missing or has been missing by this  
 15 team is the respect that should be shown.  
 16 (Applause.)  
 17 MS. BERLING-MANUEL: Lynn  
 18 Berling-Manuel, CEO of United Soccer Coaches. I  
 19 was actually remiss earlier in not extending a  
 20 thank you that is very important to the U.S. Armed  
 21 Forces Sports Council who was our partner and  
 22 co-sponsor of the bylaw amendment that we brought  
 23 forward. I wanted to thank the Board.  
 24 They have been a marvelous  
 25 partner with us and I want to thank the Board for

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1 their provisional approval of their new status as  
 2 affiliate members. It's well-deserved and it was  
 3 the right thing to do. So thank you very much  
 4 and, again, I just want to make sure they get the  
 5 recognition they deserve. So thank you.  
 6 (Applause.)  
 7 PRESIDENT CORDEIRO: Thank you,  
 8 Lynn.  
 9 MR. GUTHRIE: Dave Guthrie, Indiana.  
 10 I, too, would like to thank U.S. Soccer for its  
 11 Innovate to Grow grant for that initiative. Not  
 12 because Indiana was fortunate enough to be a  
 13 recipient of some of those revenues, but for the  
 14 initiative itself to be able to fund, to encourage  
 15 the innovation to make our game the preeminent  
 16 sport in this country. Without those resources,  
 17 we can have all kinds of ideas, but they'll lay  
 18 there.  
 19 So I thank you for funding that  
 20 and for challenging us as members to elevate  
 21 ourselves. It takes some time to put together a  
 22 grant. It causes us to look in the mirror to say  
 23 "Okay. Are we worthy of grant money?" How do we  
 24 elevate our administrative support so when you  
 25 receive the funds not only do you use those funds,

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1 but then you need to record the results and report  
 2 back with those results. So I thank you for  
 3 challenging us to be better.  
 4 Another piece I wasn't prepared  
 5 to comment, but because of the comment that our  
 6 women's coach just offered, I would challenge U.S.  
 7 Soccer to remove the cost barrier to coaching  
 8 education. The little State of Indiana hasn't  
 9 charged for coaching education for a decade. So I  
 10 know it can be done. She just mentioned that her  
 11 first coaching course was paid for by her parents.  
 12 How many coaches that could have achieved  
 13 greatness were kept out because of finances? What  
 14 would our landscape look like if we didn't have a  
 15 Jill Ellis? So, again, I sincerely challenge you.  
 16 It can be done. There is no reason for us to  
 17 limit talent because of money. Thank you.  
 18 (Applause.)  
 19 PRESIDENT CORDEIRO: Thank you.  
 20 MR. GUIMARAES: Albino Guimaraes.  
 21 We're here on a very special weekend and nobody  
 22 has mentioned it. We always thank our boys,  
 23 girlfriends, what have you. So to all the ladies,  
 24 Happy Valentine's Day.  
 25

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1 (Applause.)  
 2 PRESIDENT CORDEIRO: Thank you for  
 3 that reminder.  
 4 MR. POPP: Good morning, everyone.  
 5 Good afternoon. I'm going to pile a little bit on  
 6 to the bandwagon here and also recognize the  
 7 Federation for its Innovate to Grow Fund. You  
 8 know, as we, in particular, the youth landscape  
 9 focus on our abilities and our resources to grow  
 10 the game we are constantly challenged by the  
 11 financial barriers that are presented and our  
 12 ability to draw from our membership at local state  
 13 levels, you know, gets -- gets stretched each  
 14 year.  
 15 So I just want to say thank you  
 16 on behalf of Washington Youth Soccer, not only for  
 17 last year's support of the -- of the Innovate to  
 18 Grow Fund. We were very pleased to be a recipient  
 19 of the original year's funding. We did a  
 20 program -- we're, frankly, in the middle of  
 21 developing a program for Central Washington  
 22 bringing kids to the game. This year, as you  
 23 stated earlier, the fund has grown by two times  
 24 last year's investment, which is exceptional.  
 25 We were also the very proud

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1 recipients of two grants this year. One we're  
 2 calling Athletico, which is a program for  
 3 developing Latino youth soccer players and  
 4 development in competition. And, secondly, in the  
 5 vein of Ms. Ellis' comments this morning, we are  
 6 developing a program called Let Her Coach where we  
 7 are bringing the coaching skills for grassroots  
 8 and courses to college campuses encouraging young  
 9 women to become coaches.

10 So on behalf of Washington Youth  
 11 Soccer, I want to say thank you again. For all of  
 12 you who have not applied for a grant, I strongly  
 13 encourage you to do so. The process is  
 14 reasonable, the funds are there and I would only  
 15 ask the Federation next year as you consider this  
 16 program again that you increase the funding and  
 17 give more opportunity to your members to make an  
 18 impact on the game. Thank you very much.

19 PRESIDENT CORDEIRO: Thank you.

20 MS. HAMMOND: My name is Ashley  
 21 Hammond from Cerebral Palsy Soccer. I'd like to  
 22 thank the Federation for voting us in as one of  
 23 your newest members. Thankfully, the United  
 24 States Soccer Federation supports a number of  
 25 disability national teams, one of which is the

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1 U.S. Para 7-A-Side National Team for which you  
 2 have to have cerebral palsy, stroke or TBI to be  
 3 eligible to be on that team. My son is a member  
 4 of the National Team.

5 Research states that 1 in 363  
 6 children have cerebral palsy and over 95% of those  
 7 children drop out of mainstream soccer before  
 8 they're age 10 and then over 90% of those children  
 9 who drop out will not play soccer again. In your  
 10 states, you have many, many members of your  
 11 organizations who have children or know children  
 12 who have cerebral palsy. We want to know who they  
 13 are, we want to find them and we then want to  
 14 support your states in ensuring that at nine years  
 15 of age they do not drop out of the game.

16 We have a mission to create a  
 17 women's U.S. program both at the club version  
 18 which is CP Soccer and I know the U.S. is  
 19 supporting currently the growth of the U.S. CP  
 20 National Team. We thank you so much for  
 21 recognizing us, allowing us to be a member.

22 You can find us at cpsoccer.us.  
 23 We want to meet your children. We want to help  
 24 you continue to keep them in the game and, again,  
 25 we thank you very much.

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1 (Applause.)  
 2 PRESIDENT CORDEIRO: Welcome to U.S.  
 3 Soccer.

4 MR. HOBSON: Hello. My name is Hans  
 5 Hobson. I'm the Executive Director of Tennessee  
 6 State Soccer. On behalf of the Volunteer State,  
 7 we want to welcome everybody to our great city in  
 8 Nashville and we hope that ya'll have a great rest  
 9 of your trip.

10 We also want to thank the  
 11 Federation for the Innovate to Grow Fund. Last  
 12 year we were able to take the money and reach out  
 13 to ten of our inner city schools and we were able  
 14 to reach 4,000 children who normally don't get to  
 15 experience this wonderful game and this has grown  
 16 into something a little bit big to where we're  
 17 working with the City of Nashville and our  
 18 governor to possibly moving this across the state.  
 19 Finally, we want to thank and congratulate our  
 20 Memphis native Cindy Parlow Cone. Well done.

21 (Applause.)  
 22 PRESIDENT CORDEIRO: Thank you.

23 MR. NEIL: I'm Trip Neil with U.S.  
 24 Deaf Soccer. I just want to -- I've been coming  
 25 for five years now and just want to take an

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1 opportunity to thank you guys for your support of  
 2 the last five years and also reeducate some folks.  
 3 There may be some new faces here who aren't  
 4 familiar with us.

5 So, first of all, we've had a  
 6 number of clubs in states that have offered to  
 7 help us identify players or host training camps  
 8 for our Men's and Women's Deaf National Teams and  
 9 that's been a huge value for us. We have -- our  
 10 women's program is going to be training next month  
 11 in Orange County. So if you're in the area, it  
 12 would be a great opportunity to connect with those  
 13 folks.

14 The Men's Team is looking for a  
 15 site to train this summer. So if you're  
 16 interested in hosting our team, we could  
 17 definitely use some support for that. We're --  
 18 both teams are preparing for the Deaf World Cup in  
 19 South Korea in September and for the Deaf Olympics  
 20 next year in Brazil.

21 And as far as other ways to  
 22 support beyond identifying players, everyone that  
 23 I've talked to and had a chance to educate on our  
 24 program advocates for us and would love to see us  
 25 become a part of the extended National Team

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1 program where we -- our players don't have to come  
 2 out of pocket thousands of dollars to go to these  
 3 tournaments.  
 4 They can get these expenses  
 5 covered by U.S. Soccer. So if you -- if you're  
 6 opposed to that, I would welcome a conversation.  
 7 I haven't met anybody who is opposed to that. The  
 8 amount of dollars that we're talking about is  
 9 about 0.5% of what is currently dedicated to the  
 10 National Team programs.  
 11 So please Google deaf soccer,  
 12 you'll find me there and I'll be around tonight if  
 13 you are interested in having that conversation.  
 14 So thank you for your support. I appreciate it.  
 15 (Applause.)  
 16 MR. PRUTCH: First of all, my name  
 17 is John Prutch. I'm a commissioner of the  
 18 National Independent Soccer Association. I'd like  
 19 to thank the Board and membership for your support  
 20 in becoming a member. I'd also like to recognize  
 21 over here in the corner we have three -- if you  
 22 guys can stand up, three of our member clubs and  
 23 some of our senior staff at NISA. I want to  
 24 recognize you and thank you for all your help.  
 25 Thank you.

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1 (Applause.)  
 2 PRESIDENT CORDEIRO: Thank you.  
 3 MR. BROUSARD: Good morning,  
 4 everybody. My name is Kevin Brousard. I'm the  
 5 Programs and Finance Director at the U.S.  
 6 Association of Blind Athletes and we run blind  
 7 soccer. You might be thinking to yourself how in  
 8 the world does that work? Well, do yourself a  
 9 favor, Google it, check out the YouTube videos.  
 10 You will be amazed at the skill of this game,  
 11 check it out.  
 12 And we are another Innovate to  
 13 Grow award winner this year. I want to thank the  
 14 Federation for your support. 2018 we started  
 15 growing this sport and started it from scratch  
 16 really. US ADA has been running blind sports for  
 17 about 40 years now, but we're really dabbling for  
 18 the first time ever in soccer.  
 19 So this is kind of a call to  
 20 action, if you will. We are looking for coaches,  
 21 referees, infrastructure, anybody that wants to be  
 22 a part of the groundbreaking blind soccer program,  
 23 specifically with our Innovate to Grow program.  
 24 We're going to be having programs in Columbus,  
 25 Ohio; Miami; Baltimore; New York City; Newark; and

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1 Salt Lake City. So if you guys want to touch base  
 2 with myself, find me and I would love to get some  
 3 coaches and individuals involved in those markets  
 4 specifically and in the movement altogether. So,  
 5 thank you.  
 6 (Applause.)  
 7 PRESIDENT CORDEIRO: Thank you,  
 8 Kevin. Far end. Sorry.  
 9 MS. BENDER: Mary Jane Bender,  
 10 Executive Director for Illinois Youth Soccer.  
 11 I've been coming to this AGM since 1993 and this  
 12 is probably the first time that I've heard more  
 13 programs for women than I have ever heard before  
 14 and more initiatives for women's programs and it's  
 15 important because women are generally chastised or  
 16 reprimanded for things that men do and are never  
 17 reprimanded for and I think that there needs to be  
 18 tremendous support for the women's program.  
 19 I thank U.S. Soccer for  
 20 providing Innovate to Grow grants. Our grants  
 21 that we received are geared towards children and  
 22 coaching and women's programs and we're delighted  
 23 to be able to initiate educating women in colleges  
 24 and providing free coaching courses because of the  
 25 Federation.

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1 I also want to mention that this  
 2 is the 100th anniversary of the 19th Amendment  
 3 that gave women the power to vote and gave us a  
 4 voice and I don't want women to lose their voices.  
 5 I want to see them increase their -- their  
 6 information and their ability to say what they  
 7 need to say. Thank you, Cindy, for -- I really am  
 8 delighted that you are the VP.  
 9 (Applause.)  
 10 PRESIDENT CORDEIRO: Thank you.  
 11 MR. GÓMEZ: Isaías Gómez, President  
 12 of Asociacion Nacional Futbol En USA. Hello.  
 13 I'll translate. This is Isaías Gómez, President  
 14 of one of the newest organizations to be accepted  
 15 by U.S. Soccer. Thank you very much. He is  
 16 President. I represent this association and we  
 17 are here to first give thanks to all of you guys  
 18 at U.S. Soccer because we have been seeing how  
 19 this beautiful country have been working together  
 20 in every single day is trying to unify -- this  
 21 beautiful family that is working towards one  
 22 direction soccer and make this beautiful sport  
 23 worldwide the best of us. So thank you very much.  
 24 We're here to support. We have  
 25 been seeing special -- I've been coaching for 15

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1 years and we've been seeing -- there's a lot of  
 2 talent out there that doesn't have the opportunity  
 3 to be seen and we are there or we are here or  
 4 there to make a bridge, the connection, to give to  
 5 the kids the opportunity to be seen and support  
 6 this organization of this country, keep growing in  
 7 this beautiful sport. Thank you very much.  
 8 (Applause.)  
 9 PRESIDENT CORDEIRO: Thank you.  
 10 MR. GÓMEZ: God bless America.  
 11 MS. FRADLE: Hi. Shauna Fradle.  
 12 I'm an adult commissioner and I just want to thank  
 13 the Women's National Team for not only being  
 14 incredible at what they do on the field, but also  
 15 for being inspiring role models off the field to  
 16 children, boys, girls and women and I want to  
 17 thank you guys for everything that you have done.  
 18 (Applause.)  
 19 PRESIDENT CORDEIRO: All right. Far  
 20 end.  
 21 MR. HAILE: Thank you. Andrew  
 22 Haile. I'm a board member of United Soccer  
 23 Coaches. I just wanted to note the untimely  
 24 passing in 2019 of our former President Charlie  
 25 Slagle. As many of you know, Charlie coached at

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1 Davidson College for a couple of decades. In  
 2 1992, he led a group of non-scholarship players to  
 3 the Final 4. I was fortunate enough to be on that  
 4 team. I did not play on that team, but to be on  
 5 that team. Charlie made a great impact in the  
 6 lives of so many players. I thought he should be  
 7 recognized. Thank you.  
 8 MR. RUEBEL: Jeffrey Ruebel,  
 9 Colorado. While we recognized Esse Baharmast a  
 10 little earlier, and of course we'll recognize him  
 11 again tonight at the Werner Fricker Award dinner,  
 12 I wanted to emphasize to you all Esse is so much  
 13 more than just a referee. Since he has come to  
 14 Colorado and been helping us, he has developed  
 15 videos to help with parent education.  
 16 He has been instrumental in  
 17 trying to help the coach/referee tension between  
 18 us. He has been reaching out to other  
 19 organizations to help with refereeing activities.  
 20 He is -- he is a tireless worker and I think he  
 21 deserves every bit of the award we're giving him.  
 22 I do want to share one story the  
 23 first time I met with Esse. They told me a story  
 24 about him. He was a FIFA ref. He came home to  
 25 Colorado and he was running lines with his

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1 daughter in a U-12 game. He was running lines, a  
 2 play was made, his flag goes up, ref calls  
 3 offside, game continues. A parent went ballistic  
 4 on the sidelines, throwing a fit about it all.  
 5 A mentor came over to talk to  
 6 the parent to talk him down a little bit and he  
 7 says, "Do you know who that is?" And the guy  
 8 says, "No, I don't know." He says, "That's Esse  
 9 Baharmast. He's refed in two World Cups, he is a  
 10 FIFA instructor, he's one of the premier refs in  
 11 the world" and the parent looked at him and said,  
 12 "Well, you'd think he knows the offside rules."  
 13 (Applause.)  
 14 MR. TRYON: Yes, thank you. My name  
 15 is Ron Tryon. I am the CEO of United Futsal. I  
 16 want to thank the Board and you, Mr. President,  
 17 Greg Fike, your assistance as well and the  
 18 membership for voting us in as an Other Affiliate  
 19 this year.  
 20 United Futsal we operate our  
 21 corporate offices out of Raleigh, North Carolina.  
 22 We operate, plan and execute high-quality, youth  
 23 futsal tournaments around the country and around  
 24 the world. We look forward to growth and we look  
 25 forward to working with many members of the club

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1 that are interested in moving forward with the  
 2 technical development of futsal. Thank you very  
 3 much. It's a pleasure being here.  
 4 (Applause.)  
 5 PRESIDENT CORDEIRO: Welcome, Ron.  
 6 MR. LABAS: Jim Labas, United Power  
 7 Soccer. After qualifying in Rio this past summer,  
 8 our National Team will be going to Sydney,  
 9 Australia in 2021 to bring back the Cup from  
 10 France and the United States. Great national  
 11 competition, of course, comes from great  
 12 day-to-day competition. Part of that is our teams  
 13 and our coaches. So I also want to say thank you  
 14 in regard to the Innovate to Grow Fund.  
 15 For the first time, we'll have  
 16 an official and standard coaches, training and  
 17 certification process that will only help the  
 18 competition and build that in the future and then  
 19 on the second note I just want to thank the  
 20 Federation for supporting soccer at all levels  
 21 whether an athlete pulls up in a car and runs out  
 22 on the pitch to compete or that athlete needs to  
 23 be picked up out of the car and sat in a chair to  
 24 roll on to the pitch to compete, thank you for  
 25 making this game accessible to all.

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1 (Applause.)  
 2 MS. DALTON: Good morning. Liz  
 3 Dalton, National Women's Soccer League. First,  
 4 Jill, Kate, ladies, thank you. You make me proud  
 5 and second, Carlos, you referenced the success of  
 6 the NWSL in your comments and in the video. Today  
 7 is the final day that Amanda Duffy is serving as  
 8 President of NWSL and I would like everyone to  
 9 recognize Amanda for all that she has done to take  
 10 on the women's game.  
 11 (Applause.)  
 12 PRESIDENT CORDEIRO: Thank you for  
 13 that, Amanda. Thank you. Heather.  
 14 MS. O'REILLY: Hi, everyone. My  
 15 name is Heather O'Reilly and I stand up here as a  
 16 proud former member of the U.S. Women's National  
 17 Team and a current Athlete Council member.  
 18 Clearly, everybody in this room loves this game,  
 19 the fact that we're still sitting down after  
 20 nearly three hours says it all. We want to  
 21 develop this game and, to that end, we want to  
 22 make sure all the resources are going toward all  
 23 the things that we have been talking about today.  
 24 To that, I want to just  
 25 encourage, as much as we can, all lawsuits to come

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1 to a speedy conclusion, putting away longstanding  
 2 biases and truly take leadership in shaping  
 3 society and be seen as a beacon of equality. I  
 4 want to be proud of this Federation. I have been  
 5 part of it for a long time and unlike evidently  
 6 some others in the room I am incredibly proud of  
 7 the confidence, sportsmanship and the courage that  
 8 the team displayed this summer.  
 9 (Applause.)  
 10 MR. MOORE: President Cordeiro, Tom  
 11 Moore, California Soccer Association North. You  
 12 may recall that at last year's AGM in Scottsdale  
 13 the Adult Council challenged the Athletes Council  
 14 to a pickup soccer game and we consequently had  
 15 the first ever intercouncil game. So I was  
 16 absolutely kind of surprised when a couple weeks  
 17 ago we were contacted by the Athletes Council and  
 18 they asked for a rematch.  
 19 I was puzzled over that  
 20 wondering why would you want a rematch. And  
 21 finally realized I guess they're ashamed of the  
 22 fact that they only beat us 25-5. So the Adult  
 23 Council got together, we have a strategy for today  
 24 and we have agreed on the rules of competition,  
 25 each side unlimited substitutions and so forth.

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1 Our worry, of course, is they're  
 2 going to bring out their secret weapon which is  
 3 the women players. And they may do that to us. I  
 4 think we're going to have them because with  
 5 unlimited substitutions and they have, I believe,  
 6 20 or so members, the Athletes Council, we're  
 7 bringing 50 substitutes and with two 90-minute  
 8 halves we think we can take them. So at 11:30 in  
 9 the park that you passed on the way to the Tin  
 10 Roof last night there on the left there is enough  
 11 space for each side and we welcome to take you all  
 12 on today.  
 13 (Applause.)  
 14 PRESIDENT CORDEIRO: Tom, not only  
 15 do they have their secret weapon, but Alex Morgan  
 16 is going to be dressed today as well.  
 17 MR. PISICOLI: He was there first.  
 18 MR. LARABA: Carlos, Dave Laraba,  
 19 West Virginia Soccer Association. This is my  
 20 annual appearance to once again ask the Federation  
 21 to look at the cost for the grassroots coaching  
 22 licenses. For those of us that are 90% recreation  
 23 based, charging a mom and pop coach \$25 at the  
 24 Federation level for each -- each license and then  
 25 we have to put on, of course, our response we

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1 don't have a lot of money, but what we have done  
 2 in the last year and a half after we have not had  
 3 success with the Federation on those fees is we  
 4 are doing free courses for our Federation members.  
 5 We are paying for the courses of  
 6 the instructors. They have to still pay the \$25  
 7 in Federation money. I've pleaded for this. This  
 8 is my third year, I think. I'm going to say  
 9 again. I've talked to the staff and I know  
 10 they're aware of it, but please take a serious  
 11 look at what we can do to help the recreation mom  
 12 and pop coach get into our grassroots system.  
 13 Thank you.  
 14 (Applause.)  
 15 PRESIDENT CORDEIRO: David, I'm  
 16 listening. I heard you. I mean, the single  
 17 greatest barrier to entry at that level of the  
 18 game is coaching or lack of coaches. So we will  
 19 look at that and I have heard two or three of you  
 20 this afternoon, this morning and we will come back  
 21 to you. I promise. Yes.  
 22 MR. PISICOLI: Anthony Pisicoli,  
 23 California State Soccer Association South. As a  
 24 father of a 15-year old soccer player who I watch  
 25 prepare herself to play at the highest level of

1 her capabilities, I feel compelled to commend the  
 2 U.S. Women's National Team, Ms. Ellis, her staff,  
 3 her coaches and more importantly the players for  
 4 the hard work they put in, the dedication that  
 5 they display and the sacrifice that they make to  
 6 play at the level that they play at.  
 7 It was an utter joy to watch  
 8 them play this World Cup and respect their  
 9 opponents by putting the best they had to put out  
 10 there on the field every time they took the field  
 11 and in a time when we're trying to empower women  
 12 to bring them into the game in the way we want to  
 13 I think our comments are everything that we --  
 14 that we push their way needs to be encouraging and  
 15 positive and I want to take that opportunity to do  
 16 this while I have the chance.  
 17 So thank you for everything  
 18 you've done. Thank you for inspiring not only my  
 19 daughter, but millions of people across this  
 20 country and around the world. Thank you. Thank  
 21 you.  
 22 (Applause.)  
 23 PRESIDENT CORDEIRO: I'd also like  
 24 to -- thank you.  
 25 If there are no more -- sorry.

1 One more then I have to go to the Board as well.  
 2 MR. SNYDER: We don't have that much  
 3 time. On behalf of Tennessee Soccer, I'd like to  
 4 thank all of you for coming to Tennessee. I hope  
 5 you had a good time. Take the weather with you,  
 6 please.  
 7 We have done some things in  
 8 Tennessee that I'm proud of. I'd like my Board to  
 9 stand up and staff. Stand up. I'll address you.  
 10 Stand up. 25% of my Board is women. I challenge  
 11 the rest of you to do the same thing.  
 12 (Applause.)  
 13 MR. SNYDER: They are good people  
 14 first and women second. Judge the people here by  
 15 the quality that they give to the game. Thank  
 16 you, ladies, for making a difference in my Board.  
 17 They also came -- they're pretty good at stuffing  
 18 goodie bags. Take the Goo Goo Clusters with you,  
 19 please.  
 20 My big guy back there is good at  
 21 bar protection. If you see him at the bar, please  
 22 buy him a drink. I'm tired of buying him drinks.  
 23 Cindy, congratulations. Last year at our Hall of  
 24 Fame we put Cindy in our Hall of Fame and one of  
 25 the things she said is she was not a good teammate

1 when she was a young player. I got that right,  
 2 didn't I?  
 3 MS. PARLOW CONE: Yes.  
 4 MR. SNYDER: But she learned how to  
 5 be a good teammate. She had to work at it. Based  
 6 on Cindy Parlow, I would ask everybody in this  
 7 room to come back next year to see if you're a  
 8 better teammate for U.S. Soccer, what type of  
 9 teammate are you going to be for everybody else in  
 10 the room? If we all become a better teammate,  
 11 we'll lift lots of trophies. One Nation. One  
 12 Team.  
 13 (Applause.)  
 14 PRESIDENT CORDEIRO: Here. Here.  
 15 Do I have any comment from the Board? To my left.  
 16 Don.  
 17 MR. GARBER: Yes, thank you, Sunil.  
 18 Let me start by congratulating the Women's  
 19 National Team. I think there have been very few  
 20 times in our country's history that the power of  
 21 sport can really shout loud and have us all as  
 22 members of this community, but also citizens of  
 23 our country, see how we can take this game and  
 24 have it represent things beyond medals and beyond  
 25 success on the field. So to the women that are

1 here, but to the entire National Team, I want to  
 2 thank them for inspiring us and to the comment  
 3 before showing the joy of the game because at the  
 4 end of the day we're playing a game.  
 5 So I want to thank and  
 6 congratulate them. I also want to congratulate  
 7 Cindy who has been a great member of this Board  
 8 and we have got a lot of exciting things that  
 9 we're all going to be able to do together.  
 10 For those of you who don't know,  
 11 this will be the 25th season for Major League  
 12 Soccer, a league that started 25 years ago with 10  
 13 teams and no stadiums and this year we'll  
 14 inaugurate our 26th team in Nashville,  
 15 Tennessee -- our 25th team in Nashville, Tennessee  
 16 and our 26th in Miami.  
 17 And in the next couple of years,  
 18 our 30th team will join Major League Soccer at a  
 19 time when we now have 22 stadiums and soon to be  
 20 near 30 and it really speaks to the way our  
 21 country is getting behind the game at all levels.  
 22 It has grown through the grassroots and now has a  
 23 fan culture that is driving opportunity for people  
 24 to celebrate the game professionally and to be  
 25 able to have the opportunity to be able to be

1 employed by the game.  
 2 Our Professional Council  
 3 collectively with Major League Soccer and the USL  
 4 family of leagues and the NWSL will employ over  
 5 3,000 people full-time in the game and that's not  
 6 including the thousands of players who had an  
 7 opportunity to do the sport they love and get paid  
 8 to do that, but most importantly it's driving the  
 9 fan culture, all of us having an opportunity to  
 10 celebrate week in and week out the men's game and  
 11 the women's game and I can see -- I think you will  
 12 see the best days for our sport are ahead on the  
 13 professional level.

14 I want to thank our Pro Council  
 15 representing our respective leagues. All the  
 16 people that are sitting have played the game as  
 17 kids, have coached the game, have played in  
 18 college, have played professionally and several of  
 19 them are now coaching in college while they're  
 20 working full-time for our respective leagues and I  
 21 want to thank you, all of you, for everything you  
 22 do to grow the game.

23 Lastly, I want to thank Dan and  
 24 Jay and Sunil for the work they have done to  
 25 support the growth of the men's game and the

1 MR. GULATI: A couple of things. I  
 2 certainly want to thank some of the people who are  
 3 no longer with the organization in the same way  
 4 that they have been. Jill obviously is in that  
 5 group, but still involved in the game in many  
 6 ways. Jay Berhalter has been an extraordinary  
 7 servant to the game for many years and I'm sure he  
 8 will be. Dan, we've talked about. Tab Ramos who  
 9 played for us and has been to more world  
 10 championships than anyone else in the world in any  
 11 country, but went on and is now coaching in MLS.

12 Amanda, who is not leaving the  
 13 sport and what it says is following what Don says  
 14 is the opportunity and Jill mentioned the  
 15 opportunities that have been created. I'm looking  
 16 at the athletes in front of me, many of whom are  
 17 no longer playing, but they're still involved in  
 18 the game, professional game, broadcast side and  
 19 that's pretty extraordinary because that didn't  
 20 exist 25 years ago. It did not exist at all.

21 So now we're at a place where we  
 22 have roughly 100 teams playing professional soccer  
 23 on the men's side, the women's side, NISA joining  
 24 today and lots of jobs created. That's pretty  
 25 extraordinary and we need to recognize something

1 women's game for all the years that they have been  
 2 serving as members of U.S. Soccer and I want to  
 3 thank the Board for their support and thank the  
 4 entire U.S. Soccer community for everything you do  
 5 to be a fan and celebrate the joy of the game. So  
 6 thank you very much.

7 (Applause.)

8 MR. AHRENS: Cindy, thanks.  
 9 Congratulations. It's been an honor to have you  
 10 be part of the Athlete Council now and support you  
 11 for Vice President. You did a great job your  
 12 first year. So I'm sure the next four years will  
 13 be fantastic. It's interesting sitting here and  
 14 hearing some of the comments. I have a one  
 15 year-old daughter name Hannah.

16 So I just want to say thank you  
 17 for setting the bar that I can point to as she  
 18 gets older and she can step to and achieve. So, a  
 19 big thank you, Becky, the whole front row here,  
 20 everything you've done for the game, including  
 21 2019 winning the World Cup, on and off the field.  
 22 Thank you. I appreciate it and that's it for me.

23 (Applause.)

24 PRESIDENT CORDEIRO: Thank you,  
 25 Chris.

1 that I said at the Board meeting yesterday, the  
 2 second point, which is that U.S. Soccer capital S  
 3 is not necessarily the same as U.S. soccer, small  
 4 S, lower case S.

5 There's a whole lot that goes on  
 6 around the game that we're not directly  
 7 responsible for. The audience today -- what I  
 8 said to the Board today was the audience -- it  
 9 used to be this was the only audience for the  
 10 Federation. Now, the audience is the country  
 11 because what we do, what we say, how the players  
 12 react, how we react, all those things are public  
 13 and something I've said many times and we haven't  
 14 gotten enough progress on this and it's the same  
 15 whether you're looking at it from your side and  
 16 looking at the Board or where I'm sitting looking  
 17 at it this way.

18 Neither of these two groups  
 19 looks very much like America, neither of the two  
 20 groups -- might look like some parts of the  
 21 country, but it doesn't really look very much like  
 22 America. And given everything else that is going  
 23 on in this world and this country we need to have  
 24 this organization look a little bit more like the  
 25 United States and that's gender lines, certainly

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1 ethnicity and racial lines and I don't need to do  
 2 a sample or a census to know we are severely  
 3 underrepresented both at this end and that end in  
 4 certain groups.  
 5         It's pretty easy. I did a quick  
 6 statistical study on this half of the room and can  
 7 extrapolate. We need to do better there and  
 8 there's lot of things going on in the sport, you  
 9 read some headlines. Those are headlines we all  
 10 get disturbed by and should, but there's a lot of  
 11 very positive things, whether it's the World Cup  
 12 coming, whether it's the fact that those things  
 13 make headlines where 25 years ago it wouldn't, the  
 14 pro game has been a great driver, the National  
 15 Team has been a great driver, men's and women have  
 16 been great drivers, youth participation numbers we  
 17 all know are relatively flat, a lot of reasons for  
 18 that, partly demographic changes.  
 19         But there's a whole lot of  
 20 people we can add to the mix, add to the game,  
 21 continue to grow in the way we'd all like to and I  
 22 think that's a challenge for all of us in all  
 23 parts of the game. People have to lead, not just  
 24 up here, but out there to make that happen. So  
 25 let's all do that and move forward not just to

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1 '26 -- '26 and beyond.  
 2         What the world looks like five  
 3 years from now, seven years from now, ten years  
 4 from now is pretty incredible, but if I look back  
 5 at the last quarter century and say if we can  
 6 replicate that on the field and off the field,  
 7 professional soccer, youth soccer, I would take  
 8 that in a heartbeat. Let's just make it even  
 9 better. Thank you.  
 10         (Applause.)  
 11         PRESIDENT CORDEIRO: Anyone on this  
 12 side of the aisle? John?  
 13         MR. MOTTA: Yeah, I have two things.  
 14 First, I'd like to congratulate Cindy on her  
 15 victory today and it's always tough to lose an  
 16 election, but I'm the type of guy when I'm down it  
 17 gets me stronger. So I know I put on some  
 18 positions during my campaign. I will continue to  
 19 fight for them as a Board member. So I'm still on  
 20 the Board and I will still fight for those things  
 21 I believe. Thank you for that.  
 22         Secondly, I would like to thank  
 23 UEFA for the opportunity to us hosting your  
 24 champion from Poland. The game will be on May  
 25 16th in Connecticut and I would like to invite

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1 everyone to the event as it will be a historic  
 2 event. First time UEFA will be playing a U.S.  
 3 champion on U.S. soil. So thank you for that  
 4 opportunity and we're looking for a victory.  
 5 Thank you.  
 6         (Applause.)  
 7         MS. HART: So I'm Patti Hart and as  
 8 an Independent Director this has been quite an  
 9 education for me honestly. So I would, first of  
 10 all, say thank you for opening yourself wide open  
 11 to me. It's been a wonderful education process.  
 12 You all have been transparent. You have welcomed  
 13 me in probably some places where you didn't want  
 14 to and I want to say thank you for that.  
 15         To the Women's Team, I will say  
 16 as a woman that has seen lots of obstacles in my  
 17 career I give you a huge round of applause for  
 18 overcoming those and reaching the pinnacle. It's  
 19 not easy. It's not easy to balance your family  
 20 life and your children and your spouse and your  
 21 loved ones with climbing to the top of your  
 22 profession. I know what it takes. So I say thank  
 23 you to all of you.  
 24         And I also will say thank you  
 25 for giving me an amazing opportunity to drink

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1 French wine and eat French cheese this past  
 2 summer. It was incredible. So thanks for that.  
 3 This sport has shown me a family. It has amazing  
 4 complexity, but at the same time a passion that I  
 5 have not seen in any walk of life. So I would  
 6 remind you to keep the passion alive. It's very  
 7 important. Thanks very much for welcoming me to  
 8 the soccer family.  
 9         (Applause.)  
 10         PRESIDENT CORDEIRO: Anyone else?  
 11         MS. CARNOY: Like Patti, I'm an  
 12 Independent Board Member and I also want to share  
 13 my thanks and really pride in being part of the  
 14 soccer family. This is my third AGM and each year  
 15 I'm struck by the fact that while we have  
 16 near-term challenges the fact is we are growing  
 17 the game and we are making progress towards our  
 18 mission of being the most admired sport in  
 19 America.  
 20         Just today we talked about new  
 21 joiners to our Federation from futsal to the  
 22 cerebral palsy team and that is remarkable. So we  
 23 should take a moment to recognize the progress we  
 24 are making. I would also be remiss if I didn't  
 25 say a big thank you also to our Women's National

<p style="text-align: right;">126</p> <p>1 Team. 2 I have to say the campaign for 3 this latest World Cup from Frisco, Texas to Léon, 4 France was one of the greatest thrills of my life 5 and I never even stepped on the pitch and also in 6 addition to being a huge supporter and a member of 7 this Board as a mother of daughters and sons I 8 couldn't be prouder of what this team has 9 accomplished. So thank you for that and I look 10 forward to cheering you on around the globe in the 11 coming years. So thank you, all. 12 (Applause.) 13 PRESIDENT CORDEIRO: Dr. Pete? 14 DR. ZOPFI: Thank you. Just a 15 couple of brief comments. I will echo what Lisa 16 said. My wife and I had the opportunity to go to 17 France and watch the ladies play, but even more 18 importantly we had an opportunity to meet their 19 families and loved one. And I can tell you I can 20 tell why they're champions because their families 21 are also. So, thank you. 22 Next, I'd like to just introduce 23 our new CEO at U.S. Youth Soccer Skip Gilbert. 24 Skip? 25</p>	<p style="text-align: right;">128</p> <p>1 thank you from the bottom of my heart and I'm sure 2 from everybody else. 3 PRESIDENT CORDEIRO: Okay. Have I 4 missed anyone? All right. Not quite three hours. 5 Thank you, all, very much, everyone, and I think 6 today has really been a great reminder. I think 7 John Snyder said it best that as a Federation 8 we're only as strong as each other. And so we 9 need to keep investing in each other and we will, 10 our players, our coaches, our referees, our fans 11 at every level and that's been our work here this 12 morning and I know it will be the focus of your 13 meetings for the rest of the afternoon, our dinner 14 tonight and, of course, the year ahead. 15 So as we wrap up this National 16 Council Meeting, I want to thank you, all, for 17 everything you do for our Federation. Thank you, 18 again, to our dedicated staff at Soccer House for 19 all your hard work to make this thing happen. 20 I'm pleased to announce that 21 next year's AGM will be held next February in 22 Atlanta. We will follow up soon with the exact 23 dates, but it will be in Atlanta, Georgia. As we 24 adjourn and look to the year ahead, including 25 World Cups for our Women's U-20 and U-17 teams,</p>
<p style="text-align: right;">127</p> <p>1 (Applause.) 2 DR. ZOPFI: The last thing I have to 3 say I was really glad to see that the budget video 4 went really well with the music and everything 5 because I have an Annual General Meeting coming up 6 in July and we never have the budget go that 7 smoothly. So I'm going to try that. So you state 8 associations out there remember how this went. 9 Thank you. 10 (Applause.) 11 PRESIDENT CORDEIRO: Thank you, 12 Pete. Anyone else? Richard? 13 MR. MOELLER: I echo pretty much 14 what everybody has said, but I definitely want to 15 say thank you for two things. First of all, 16 everybody in this room, I want to thank you for 17 all the hard work you do, your volunteering, the 18 hours you put in, whether you get paid or whether 19 you're a volunteer, you help make the game better 20 from the athletes, from the adults, the youth, the 21 pros. I mean, everything is one big family. 22 Secondly, I'd like to thank not 23 just my colleagues on the Board, but everyone at 24 Soccer House for all the hard work that you do, 25 the hours you put in and it's just amazing. So I</p>	<p style="text-align: right;">129</p> <p>1 let's hope we get them, the Olympics where 2 hopefully our men will join our women and the 3 start of qualifying for 2022. 4 As we look forward to that, turn 5 your attention to this video. Thank you, all, 6 very much. 7 (Whereupon, a video was played.) 8 THE PARLIMENTARIAN: Meeting 9 adjourned. 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25</p>

1 REPORTERS CERTIFICATE

2  
3 I, Steven J. Brickey, RMR, appointed to take the  
4 meetings of the U.S. Soccer Federation, do certify  
5 that the within proceedings of the Board of  
6 Directors Meeting were taken by me  
7 stenographically in Nashville, Tennessee on  
8 February 15th, 2020, then reduced to typewritten  
9 form consisting of 129 pages herein; that the  
10 foregoing is a true transcript of the proceedings  
11 had.

12  
13 In witness hereof I have  
14 hereunto set my hand this 14th day of March, 2020.

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16  
17  
18  
19 \_\_\_\_\_  
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