PROCEEDINGS

UNITED STATES SOCCER FEDERATION
NATIONAL COUNCIL MEETING

The Omni Hotel
Nashville, Tennessee

February 15th, 2020
8:01 a.m. - 11:00 a.m.
PRESIDENT CORDEIRO: Good morning, everyone. And there she is, the hard-won trophy of our 2019 World Cup Champions. (Applause.)

PRESIDENT CORDEIRO: And we're thrilled to be joined today by some of the extraordinary women who made it happen. Please stand up, Coach Jill Ellis. (Applause.)

PRESIDENT CORDEIRO: Alex Morgan. (Applause.)

PRESIDENT CORDEIRO: And Becky Sauerbrunn. (Applause.)

PRESIDENT CORDEIRO: What a way to begin an AGM. Welcome to Nashville, everyone, and welcome to our 2019 Annual Council Meeting. I hereby call our National Council Meeting to order. It's wonderful to see -- to see all the gang, so many friends, colleagues, and partners. On behalf of all of us at U.S. Soccer, I want to express our appreciation, first, to everyone here at the Omni Hotel for their hospitality. And thank you to our friends for welcoming us, the Tennessee State Soccer Association.

XI. Affirmation of Federation Policies

Adopted since 2019 AGM

A. Policy 102(4)-1 77 20
B. Policy 601-2; 601-4 77 21

XII. Election of Independent Director 78 12

XIII. Election of Vice-President 80 6

XIV. For the Good of the Game 86 21

XVI. Adjournment 129 8

Association. It was good -- good to see so many of you at your council meetings yesterday and I hope you all had a great time last night at the Tin Roof. We have a lot on the agenda so let's get right to it.

Here at U.S. Soccer we're family. Since our last AGM, we've lost several members of our soccer family. So I'd like to ask you please to stand for a moment of silence as we remember and honor the friends who left us this past year.

(Whereupon, a Moment of Silence took place.)

PRESIDENT CORDEIRO: Thank you, everyone. Please take your seats. As Americans, we're incredibly grateful to the men and women of our Armed Forces. This includes military veteran's on our Para 7-A-Side National Team such as Josh Brunais. Growing up in Virginia, Josh loved soccer. After high school, he enlisted, became an elite Army Ranger and deployed to the Middle East. While there, he suffered two IED blasts and multiple traumatic brain injuries. After medically retiring from the Army, Josh found a new team, our team, where he became a defender.
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and co-captain.

Josh has carried our flag and

competed at the Paralympics in Rio. He recently

led our team in their World Cup and Josh has said,

"I don't know where I'd be without soccer. It has

given me a new purpose."

Well, Josh, we don't know where

we'd be without Americans like you and supporting

players like you is our purpose. Everyone, please

join me in welcoming Josh Brunais --

(Applause.)

PRESIDENT CORDEIRO: -- along with

the Tennessee State Soccer Association President

John Snyder, West Point Class of 1973, who served

as a captain in the U.S. Army and please stand as

they lead us in the Pledge of Allegiance.

MR. SNYDER: Josh served in the

Third Ranger Regimen. He served our country and

made a difference. He served our association on

our Olympic team. He is a leader on that team and

he inspires us all. Please join Josh as he leads

to our Pledge of Allegiance. Josh.

MR. BRUNAIS: Good morning,
everybody. If we can all put our hands over our
chest, please, and recite after me.

(Whereupon, the Pledge of

Allegiance was recited.)

PRESIDENT CORDEIRO: Thank you, Josh

and John, and thank you, both, for your service to

our nation.

At this point, I want to invite

Bob Kepner, Chair of our Credentials Committee, to

conduct the roll call and provide the Credential

Committee's report for the morning. Bob?

MR. KEPNER: Thank you very much,

Carlos. It's always an honor for me to be here

with you, in front of you and participating with you.

This organization means a lot to

me. It means a lot to every single one of us in

this room and we have always in terms of the

meeting process emphasized doing it the right way.

Helping with that and doing it the right way is

the function of the Credentials Committee. So I

want to thank -- first of all, I want to give

credit to the folks who have done that work, the

members of the committee: Dimitrios Efstatiou,
Kathy Zolad, Siri Mullinix, Anthony Falcone and
then myself as Chairman.

But in all honesty, the work of

the committee would not be at all effective or

even possible without the membership of the staff

who have given hours and hours of devoted

attention to getting it done right and giving us

the information to make it possible for us to do

our job with special mention to two folks; Caitlin
Carducci and Greg Fike and there are others as

well: Lydia Wahlke, Pinky Raina, Leah Holt, and

thank you very much for the job they do as well.

I'm going to review the

workbook. One of the things that is important to

understand with the change in the methodology that

was undertaken back in the late '90s we have three

councils that have equal weight and then we have

the athletes and so it's a work in mathematics.

John Collins and I ran the Credentials Committee

many years ago and he jokes with me every time we

see each other. He says, "It's a good thing we

still have a mathematician working in the group"

and it is mathematics, of course. It used to be

pencil and paper and so on and now it's

spreadsheets.

It's very important that it be
done precisely. If mistakes are made, they have

an impact. So I will go ahead and go through the

slides and explain as we go. We have our 2020

Credential's Committee Report and if the next

slide can be shown. The first slide we're looking

at is all of the organizations that are part of

USYSA and AYSO and U.S. Club, including the

commissioners. So, the Youth Council.

This invariably is always the

largest of the councils and you can see the

listing of all the votes that each of the

association -- each of the organizations has and

the total is at the bottom right 292. You are

aware of the fact that the other councils, the

Professionals and the Adults, from a voting

perspective are required to have equal weight.

When we go to the next slide,
you will see with the adults, I believe that's our

next slide, we have 182 at the bottom right.

Well, mathematically, what we have to do is change

the effect of the 182 so that it is equivalent to

the 292 of the youth. Obviously, the method of

doing that is to multiply the 182 by a multiplier.

You will end up seeing what that multiplier is

later in the slideshow.

So now we'll go on to the next

slide and we have the Professional Council. There
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1. There 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.
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.
25. Other Members, this is one of

26. two slides that we have. All of the other
27. organizations, some have been around a long time,
28. others are newer. The Asociación De Futbol Los
29. Sueños, for instance, in the upper right is one
30. that is very new. I said it in Spanish to
31. demonstrate to you that I can speak in Spanish as
32. well. Let me do that. There you go.
33. Okay. So we all -- now, Other
34. Members there is no weighting of their votes. So
35. each of those members has a weight of one.
36. Effectively, the same as the multiplier for the
37. Youth. Their 292 has to stay at 292. So 292
38. times 1 is equal to 292. The multiplier for these
39. members is also 1.
40. We'll move on to the next slide.
41. Life Members, another important group. They also
42. have a multiplier of 1. So the weight of their
43. vote is exactly what you see.
44. We'll move on to the next slide.
45. Board of Directors and Past Presidents also the
46. effect of their one vote is exactly that. 1. So
47. their multiplier is 1. So I put quotes around the
48. multiplier.
49. We'll move on to the next slide.
50. Now, you combine all of these into this summary

51. view. You have the actual people, the delegates,
52. who is here in terms of the number of votes and it
53. might not necessarily be one person, one vote.
54. No -- this is really votes. So 543 total, but the
55. effect of that using the multiplier is to make the
56. Adult Council, the Pro Council equivalent to the
57. Youth Council and then the 230 for the Athletes
58. Council that's going through the mathematics of it
59. and to give them the equivalent of at least 20% of
60. the total weighted vote and the Other Members
61. effect of 1 and you can see on the right the
62. actual multipliers that are used.
63. Now, you take the 1,148 the
64. simple majority for us today is one more at least
65. than the 50%, so it's 575, and if we have a motion
66. that needed to be considered on a two-thirds
67. majority basis, it would be 766. So this is what
68. we will do.
69. Now, before you, you have
70. keypads. We've been using an electronic method of
71. tabulating our votes for many years and we're
72. going to take a look at the keypad now. Okay. So
73. voting on bylaws, elections will be conducted
74. using the keypads provided. The voting is live
75. when the question appears on the screen. For

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I found out their names. One is Mr. Jo and the other was Mr. Lele. I said, "Come on, Mr. Jo and Mr. Lele. How about letting me talk to you a bit?" Okay. Here we go. On the right, No. 1 you have Ban Jo, good 'ole Mr. Jo, and on the other one you have Uku Lele. They were picking at each other.

So right now you're going to practice how to use these fancy keypads and what you're going to do is we'll start a vote and I will tell you when to start voting. Remember, it's horribly complicated. You have to push a 1 or 2. Ban Jo from Tennessee or Uku Lele from Hawaii. Who will win a penalty kick shootout between the two of them? Start. Uh, oh. We have some that are not on apparently. Thank you. 5, 1,148 votes. They use a multiplier of a thousand. So that's why everything is a big number from our point of view.

Well, enjoy the meeting. Thank you. I am going to ask for one final action, a motion to approve the Credentials Committee. Do I hear such a motion?

MULTIPLE SPEAKERS: So moved.

MR. KEPNER: I hear a motion here.

A second?

MULTIPLE SPEAKERS: Second.

MR. KEPNER: Very good. May I proceed with the vote, Carlos?

PRESIDENT CORDEIRO: Yes.

MR. KEPNER: All those in favor, please say aye.

MULTIPLE SPEAKERS: Aye.

MR. KEPNER: Opposed? The motion carries. Thank you very much.

(Applause.)

PRESIDENT CORDEIRO: Okay. Thank you, Bob, and thank you for the entire Credentials Committee for your great work. Everyone should have received the transcript of our meeting last year in Scottsdale. The transcript was approved by the Board as draft minutes and it has been published on the U.S. Soccer website. Are there any corrections to the minutes from last year?

Well, with that, the minutes are approved. Thank you.

Today, soccer continues to attract more players, coaches, referees and fans from all across our country. For this, we can thank so many people who have dedicated their lives to the game, especially our distinguished Life Members. We're honored today to be joined by some of them and I ask that you hold your applause until the end: Gianfranco Borroni, Chris Christoffersen, Dr. Bob, Mike Edwards, Stephen Flamhaft, Richard Groff, Burton Haines, Francisco Marcos, Howard Rubenstein, Bruno Trapikas. I'd like to ask all our Life Members, please, to stand or raise your hand, including someone who just two days ago celebrated his 91st birthday Gerhard Mengel. Happy birthday, Gerhard. Where are you? (Applause.)

PRESIDENT CORDEIRO: I also want to acknowledge our Past Presidents of U.S. Soccer who are here with us today: Dr. Bob Contiguglia and, of course, Sunil Gulati.
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PRESIDENT CORDEIRO: Our former CEO and Secretary General is Dan Flynn. Where is Dan?

PRESIDENT CORDEIRO: And although he has been with us at every meeting for many years Hank Steinbrecher unfortunately could not be here with us this weekend. As some of you know, Hank is very ill and could not make the trip, but perhaps he is watching us online from Tucson. So please give Hank a big round of applause so he knows we're all pulling for him.

PRESIDENT CORDEIRO: As always, we're thrilled to be joined by current and former National Team players. If you have ever played for any of our National Teams, Senior Teams, Extended National Teams, Youth National Teams, could you please stand.

PRESIDENT CORDEIRO: We're also honored today to welcome friends from around the world. Presidents from our fellow Federations of CONCACAF, from Turks and Caicos, a member of the world. Presidents from our fellow Federations of CONCACAF, Sonia Fulford.

PRESIDENT CORDEIRO: From the Bahamas, a close neighbor and great friend dedicated to futbol for 26 years, he's the longest serving Federation President of CONCACAF, Anton Sealey.

PRESIDENT CORDEIRO: And from Puerto Rico where players and fans are our fellow Americans, American citizens, Ivan Rivera.

PRESIDENT CORDEIRO: From UEFA, Deputy Secretary General Kevin Lamour.

PRESIDENT CORDEIRO: And from FIFA to which we're very grateful for our strong relationship, our partnership, as well as our support from FIFA Forward, Alejandro Calvente and

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CONCACAF and FIFA councils, a leader in advancing women's futbol in the Caribbean and across CONCACAF, Sonia Fulford.

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110 members, including youth and adults, all across the country and millions of players, coaches, referees and fans and we're still growing. Today, we'll consider applications from three organizations that want to become the newest members of our Federation: Cerebral Palsy Soccer, the National Independent Soccer Association and United Futsal and just yesterday the Board of Directors voted to give professional National Affiliate status to the Armed Forces Sports Council, our men and women in the military who served us across our country and at bases around the world.

And with your support next year, they will become a full National Affiliate and they will be able to vote for the at-large director. I think our membership -- growing membership speaks the strength and the diversity of our soccer family.

And as a Federation, we have an obligation to all our members, new and old, to serve all of you, to invest in all of you so that we're all growing together and that's what I want to talk about today. Investing in all our members starts with governance, that is open, accountable
Today, we'll elect a Vice President and a new Independent Director to help us push ahead with the reforms we need to keep our Federation strong and growing. Of course, doing right by you, our members, also means doing right by those who serve every day, our dedicated staff at Soccer House.

And that's why we recently created a new Talent Committee at the Board to work closely with Tonya Wallach, our Chief Talent and Inclusion Officer. We're moving ahead with a series of reforms to improve the work environment, to improve communication and to retain our great talent.

With a growing staff, we're also looking to relocate to a new, larger headquarters and we're determined to make it the best possible place to work. After all, without our staff, we can't do anything, including this AGM. I'd ask you please to join me in expressing our gratitude towards our incredible staff.

(PAUSE)

PRESIDENT CORDEIRO: At Soccer House this fall, we thanked Dan Flynn for his nearly 20 years of dedicated service, our CEO Search Committee has been making great progress. We've been interviewing a very impressive and diverse pool of talented men and women, American, international, all highly qualified. We're committed to finding the absolute best person to help lead us into the future and we hope to make an announcement in the coming weeks.

So with good governance and the right team at Soccer House, we're able to sustain and grow budgets that invest in all our members. We've also benefitted from strong financial reserves, a surplus and sound management. As you will hear in a few minutes, under our five-year plan that goes from Fiscal Year 2018 to 2023, we're continuing to invest across our Federation.

This year we're proposing a budget of $132 million to sustain and grow our critical programs at all levels; high performance, scouting, player development, coaching education, referees, youth and so much more. Unfortunately, we're also having to spend money, many millions of dollars, in legal expenses defending the Federation against various lawsuits.

I want to say again that we take these lawsuits very seriously, but we will continue to do everything we can to resolve these suits in the best interest of everyone involved and that includes everyone across our Federation because we have to keep investing in the players, coaches and referees at all levels.

Needless to say, we couldn't continue to grow the game without support from our longtime marketing partner Soccer United Marketing and our many broadcast partners and corporate sponsors, especially our largest, Nike. Here, I want to take a minute to say that we're all very thankful to Jay Berhalter for his many, many years of service.

Jay's commitment helped us grow our revenues and get the game to where it is today and make no mistake, if we want to be competitive with the top Federations around the world, then we need to invest even more in our players, coaches and referees and that means ultimately we need to grow our referees even more and in the years ahead.

I am confident that we will.

We continue to make investments, major investments, in the single, largest component of our budget, our National Teams, again at all levels. This starts with making sure that soccer operations are run by soccer experts. Under our new Sports Performance Department, our first ever Sporting Director Earnie Stewart, we're aligning all our National Teams including Talent ID, High Performance and Analytics. Kate Markgraf, a World Cup Champion, two-time Olympian gold medalist is serving as the first ever GM of our women's team and we welcome back recently Brian McBride, a three-time World Cup veteran, as the new GM of our Men's Team. Earnie, Kate and Brian, will you please stand.

(applause)

PRESIDENT CORDEIRO: Thank you.
Thank you to everyone in our Sports Performance Department.

On the women's side, we continue to celebrate our inspiring record-breaking 2019 World Cup Champions. Now, I'm not going to recite all the honors and accolades the team has earned, we'll be here all day, but I do want to take this opportunity to salute everyone who made that victory possible. Twenty-three of the greatest athletes that our nation has ever produced. Coach Jill Ellis and the 35 person staff behind the scenes -- and I have to mention so many of you because these 23 extraordinary players started out as youth players and rose up through the ranks. We want to thank all the coaches, the parents, the referees and administrators who supported them and believed in them every step of the way.

Now, under Vlatko Andonovski, the team enters a new era. They just qualified for the Summer Olympics, the next SheBelieves Cup is just a few weeks away and in Tokyo our women will have a chance to make history again to be the first team in consecutive years to win World Cup and Olympic titles. Wow.

On the men's side, our men reached the final of the CONCACAF Gold Cup. A few weeks ago I visited Gregg Berhalter and the team at the camp in Bradenton. Our January camp roster was the youngest squad we ever fielded in official competition. They continue to develop. They have so much talent and potential. We will be cheering them on as they head to the Nations League Final 4 in June and this fall, of course, they begin their March to the 2022 Men's World Cup.

Next month, our eyes will be on our U-23 team as they compete, that's the men, they compete to qualify for the Olympics, too. For the first time ever, we now also have a department at U.S. Soccer focused exclusively on supporting our extended National Teams. Thank you Jim Moorhouse, Coach Stu Sharp and their staff for getting us off to such a strong start. We have a new centralized training program. Players on our para team are now starting to live and train together in Atlanta year-round and at the Parapan Games in Peru the team won bronze, their first ever medal in those games. Our Men's Beach National Team reached the final of their CONCACAF championship and for the first time since 2013 qualified for their World Cup. We're also thrilled to welcome our newest National Team, our new Women's Beach National Team, and what a way to start qualifying for the Beach -- World Beach Games and in only their second ever competition finishing 5th against the best in the world. Fantastic achievement.

(President Cordeiro) Our futsal team has returned to form and we wish them well as they prepare for their CONCACAF championship this spring and aim to qualify for their World Cup later this year. I also want to acknowledge the success of the U.S. Men's and Women's Deaf Teams, both of whom have qualified for their respective World Cups in South Korea later this year. It's not just the players and coaches. We're also investing in every part of the game. We're investing in our world class referees, like the American referees at the Women's World Cup last year, those on the field and in the VAR booth and tonight we'll present our Werner Fricker Award to the great Esse Baharmast. Is Esse in the room?
We're investing more to help champion will be the Connecticut Newtown FC.

UEFA to create the first U.S. European Amateur Championship this May, which we hope becomes a regular event. My apologies to my friend here working together with Canada, Mexico and FIFA, I'm confident that we'll choose 16 great cities.

This year inspection teams will visit the 23 North American cities that are competing to host and working together with Canada, Mexico and FIFA, I'm confident that we'll choose 16 great cities. Also this year, after it selects the host for the '23 Women's World Cup, FIFA will call for bids to host the women in 2027. And what an opportunity that will be for the United States. Just imagine two World Cups, men's and women's, back-to-back in two years. Just think, think of the excitement that will generate and the new investment in the game here in the U.S. This could be the most exciting decade in American soccer history.

Finally, and one of the best ways to grow the game, we're investing more than ever in the grassroots in all of you. With our expanded stakeholders department, I think it's fair to say that the relationship between Soccer House and our members, adult and youth, is stronger than it's ever been. We're investing more in attracting adults and players for life. Next month, the Lamar Hunt U.S. Open Cup kicks off with a modern era record of 100 teams. We have been working hard with USASA and UEFA to create the first U.S. European Amateur Championship this May, which we hope becomes a regular event. My apologies to my friend here from UEFA. I'm going to predict that the first champion will be the Connecticut Newtown FC.

We're investing more to help boost participation, adult and youth, with our Innovate to Grow Fund. For the third straight year, the Federation offered grants to help you grow. In the past, only a few eligible members applied. This year we're very pleased that nearly twice as many did and earlier this week we announced this year's recipients, 27 members will receive a record $2.4 million. And these programs are doing outstanding work bringing soccer to underserved communities from Oregon to Massachusetts, expanding coaching education from Alaska to North Carolina, empowering more female coaches from Washington to Virginia and more support for referees from Cal South to Minnesota. We even have members across the country working together to get more kids on the pitch from Cal North to Connecticut. All together, this year's grants will span 13 states and reach 37,000 players, coaches and referees.

So congratulations to all of this year's recipients.

(PAUSE.)

PRESIDENT CORDEIRO: At the same time, we've been working to tackle some of the toughest challenges in youth soccer. As part of the Youth Task Force, the leaders and representatives from all youth organizations have spent countless hours working together and I've been at some of those meetings.

They have been dealing with issues like risk management, SafeSport and standards and certification. It hasn't been easy, the issues are hard, but we're seeing progress. Our working group on referees announced recently its first wave of initiatives to increase access.

This month we'll launch the first in-person grassroots coaching course in Spanish. It's all part of our goal of having 300,000 licensed coaches by 2022. Many of you have told our working groups and referees how hard it is to retain referees. There are many reasons for this and one of them is the abuse that many referees are subjected to which is unacceptable.

And that is why this fall we'll launch a new national awareness campaign to make sure that players, coaches and parents show our referees the respect they deserve.

(PAUSE.)
exactly what has happened.

We're working closer together
than ever before and the cooperation you've forged
can be the foundation for progress we have to make
in the years to come because we all have to reduce
barriers to participation so more kids can afford
to play and so we grow our membership and we all
have to truly welcome players from all backgrounds
and all communities, including from our cities and
our immigrant communities, because if soccer in
America is going to realize its full potential,
our immigrant communities, because if soccer in
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our ranks at the youngest levels, we need to make
sure we're investing in the multiple pathways that
propel our most promising youth up the ranks to
the elite levels of the game. I've asked the
Technical Committee of the Board to do a deep dive
into our landscape. It's going -- it's going to
include representatives from our Youth, Athlete
and Professional Councils and, of course, the
Federation's technical staff.
Finally, as we work to grow
our ranks at the youngest levels, we need to make
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Technical Committee of the Board to do a deep dive
into our landscape. It's going -- it's going to
include representatives from our Youth, Athlete
and Professional Councils and, of course, the
Federation's technical staff.
They're going to ask the
important questions. How can we make sure we're
missing -- we're not missing great talent, boys
and girls; what can we be doing to scout ID and
develop and keep the next generation of players so
they don't leave for other sports; and ultimately
how do we expand the talent pool for both our
professional leagues and our National Teams?
Addressing these questions will be critical to all
our members, all teams at all levels.
So, in closing, I want to share
a story of one of those teams. As I mentioned,
our Men's Beach National Team made it to their
World Cup in Paraguay last year. I had the
opportunity to visit with the team and attend
their opening match. For those who have never
seen a beach match, it is really amazing. In the
end, they didn't get the results they wanted, but
in their spirit, their love of the game, their
commitment to each other, they reflect the spirit
that brings us together as a Federation.
In fact, if you haven't seen it
already, I hope you go to our website and watch
our video series, it's called 12 Stories about our
inspiring beach players. They are players like
Nick Perera and Chris Toth, both among the top 50
players in the world.

On the field, Nick is a team
captain. In his day job, he is a coach and parent
in his own right and he still finds time to serve
our Federation on our Athletes Council. And
despite a heart condition since birth and many
surgeries in life, Chris excels as a goalie. He
says, "I want to help the team as much as I can."
So to all of you here today,
I want to thank you as always for your partnership, thank
you for your love of the game, for your commitment
to all our players, coaches and referees and fans
at all levels. After all, we are a Federation of
millions, but we are One Nation and One Team and
we're all stronger when we invest in each other
when we work together and when we say, "I want to
help the team as much as I can." Thank you, all,
very much.

(Whereupon, a video was played.)

PRESIDENT CORDEIRO: That's the
spirit, the commitment to winning that we're all
working to sustain. We do this, of course, with a
budget that invests in our players, coaches,
referees and fans at all levels.
To discuss our proposed budget,
I want to hand it over to Treasurer Richard
Moeller.

MR. MOELLER: Thank you, Carlos.
Good morning, everyone. Thank you for your time
this morning. You have in your AGM advanced
materials the proposed budget for FY '21 and as
the Chair of the Budget and Finance Committee, I'd
first like to take the opportunity to say thank
you to all my committee members. So thank you
Carlos Bocanegra, Alec Papadakis, John Motta and
Dr. Pete Zopfi. Thank you for your hard work.
I'd also like to thank the staff
at Soccer House and especially our CFO Pinky Raina
for all the hard work and time you spend with
putting the budget together. It's a very tedious
task.

Next, I would like to provide a
little bit of background and introduce an exciting
new FY '21 budget video presentation so you don't
have to listen to me talk for so much. The
Federation is in the third year of a five-year
operating plan that runs through March 2023. As
we have moved through the first two years, we have
updated our five-year plan and the projection to
reflect the performances up-to-date.
In FY '20, we are projecting a
In November, the Budget and Finance Committee reviewed the FY '21 budget and how it fit within our five-year plan. We voted unanimously to recommend the approval of the budget to our Board of Directors. In December, the Board also voted unanimously to approve the FY '21 budget and, with that context, I’d like to ask you to turn your attention to the FY '21 budget video that we have for you.

(Whereupon, a video was played.)

MR. MOELLER: Now, I would like to call for a motion to approve the FY '21 budget.

MR. TURNLEY: So moved.

MR. MOELLER: Do I have a second?

MR. PAPADAKIS: Second.

WHEREUPON, a video was played.

MR. MOELLER: All in favor, say aye.

MULTIPLE SPEAKERS: Aye.

MR. MOELLER: Any opposed? Thank you very much. Thank you very much. I thank you for your support.

U.S. Soccer Senior Counsel Greg Fike will now be presiding over the membership approval process.

MR. FIKE: Bob Kepner has an update to the Credentials Committee report.

MR. KEPNER: One change has been made this morning and that is one additional Other Affiliate is present and needed to be counted for the vote and that is the Soccer Association for Youth. The weight of their vote is one since they're in that other category. It does not change the multipliers at all across the Board. Fortunately, but it does have the total weighted vote of 1,149 and, as I said, no change to the multiplier. So I'd like to ask for a motion to approve the amended Credentials Report.

MULTIPLE SPEAKERS: So moved.

MR. KEPNER: I heard a motion.

MULTIPLE SPEAKERS: Second.

WHEREUPON, a video was played.

MR. MOELLER: All in favor, say aye.

MULTIPLE SPEAKERS: Aye.

MR. MOELLER: Any opposed? Thank you very much. Thank you very much. I thank you for your support.

U.S. Soccer Senior Counsel Greg Fike will now be presiding over the membership approval process.

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MULTIPLE SPEAKERS: So moved.

MR. KEPNER: I heard a motion.

MULTIPLE SPEAKERS: Second.
application. If any representatives are present from the applicants, they will have the opportunity to address the council during Good of the Game.

The first membership application is for United Futsal and there was a slight change here to what is in your materials in your book. So they were approved yesterday as a provisional Other Affiliate member rather than NISA's membership is approved by general consent. Let's welcome NISA as a member of U.S. Soccer.

(Applause.)

MR. FIKE: The second membership application is for Cerebral Palsy Soccer, Inc. to be a disabled service organization member. They were approved by the Board as a provisional member last year. Unless there is an objection, Cerebral Palsy Soccer's membership is approved by general consent. Let's welcome Cerebral Palsy Soccer, Inc.

(Applause.)

MR. FIKE: The third membership application is for United Futsal and there was a slight change here to what is in your materials in your book. So they were approved yesterday as a provisional Other Affiliate member rather than National Affiliate due to some questions about the number of states that they were in, but they were previously approved by the Board. Unless there is an objection, United Futsal's membership is approved by general consent. Let's welcome United Futsal.

(Applause.)

Mr. Kepner.

AUDIENCE: Yes and no?

MR. FIKE: Yes. Yes. Sorry. No. 1 is yes and 2 will be no. Right, Mr. Kepner?

MR. KEPNER: Yes. 1 is yes and 2 is no. Vote no.

MR. FIKE: Bylaw 109 is the bylaw number.

MR. KEPNER: Got it. It sounded like no. Now. Vote now. Voting will end in 5, 4, 3, 2, 1. Stop. The vote is 17% of the weighted vote in favor and 82% of the vote opposed. Therefore, there are less than two-thirds in the affirmative and the motion is lost. Bylaw 109 will remain unchanged and the accompanying policy is moot. It does not pass.

The next item for consideration is the proposed amendment to Bylaw 109 in your book with the accompanying policy. The amendment is proposed by the Illinois State Soccer Association and is included first in your Book of Reports in the bylaw section. The proposal is to remove the approval of the Professional League standards from the authority of the Board of Directors and instead make them into Professional League standards and policies for approval by the National Council.

The proposed amendment has been reviewed by the Rules Committee, which recommends on the advice of counsel that no action be taken due to pending litigation. The Board has concurred. The question is on adoption of a proposed amendment to Bylaw 109 as found in the bylaws section of the Book of Rules.

Recommendation of the Rules Committee notwithstanding, is there any discussion?

So the question is on adoption of the proposed amendment to Bylaw 109 as found in the bylaw section of the Book of Reports, the recommendation of the Rules Committee notwithstanding. This motion requires a two-thirds vote for adoption and the vote will be taken by keypad.

Are you ready for the question?

Mr. Kepner.

MR. KEPNER: We are ready.

MR. FIKE: Please proceed with the vote.

MR. KEPNER: Go ahead and start.
leadership on this. The At-Large Council believes in principle that every member of U.S. Soccer should have representation in the boardroom. We also recognize the concerns of many of our members and many of you and so we are working -- we are committed to working together to bringing back a comprehensive bylaw that every one of us can support next year.

MR. FIKE: Thank you, Mike. I recognize the chair to Lynn.

MS. BERLING-MANUEL: Thank you.

First, I am definitely adding theme music to my budget presentation next year, but that's great.

I'd like to thank the members who supported this bylaw and I would like to thank the Board for its patience as we went through the process. I would like to thank the national staff for its support and help in every step along the way.

We have worked with the At-Large Council and I appreciate their support and Mike has been tremendous and to the greater good of the council and the Federation we are withdrawing this bylaw amendment for this year. And, again, I want to thank all the people who have helped so much in making this happen and getting us to this stage. Thank you very much.

MR. FIKE: Thank you. So Bylaw 413 has been withdrawn.

The next item for consideration is a proposed amendment to Bylaw 703. This amendment was proposed by the Athletes Council and is included in your Book of Reports in the bylaws section as the last proposed bylaw amendment.

The proposal is to replace -- or in addition -- to add to the arbitrator for institutional grievances under Bylaw 703 and make it a two-person panel, including an arbitrator and an athlete. The proposed amendment has been reviewed by the Rules Committee and the report, taking no position on the proposed amendment, is included in the Book of Reports immediately following the rationale for the proposed change.

The Board has recommended adoption of this amendment. The question is on the adoption of the proposed amendment to Bylaw 703 as found in the bylaws section of your Book of Reports. Is there any discussion? All right. Yes. Sorry. The question is on adoption of the proposed amendment to Bylaw 703 as found in the bylaw section in the Book of Reports. This motion requires a two-thirds vote for adoption and the vote will be taken by keypad.

Are you ready for the question?

MR. KEPNER: We are ready. Vote now. Votes will close in 5, 4, 3, 2, 1. Stop.

So the vote is 86% of the weighted vote in favor and 14% opposed. Therefore, there are two-thirds in the affirmative and the motion is adopted. Bylaw 703 is amended as proposed. Thank you.

I will now pass this to Mike Malamut, our parliamentarian who will handle the policy section of the agenda. Thank you.

THE PARLIAMENTARIAN: Thank you, Greg. I'm Mike Malamut, the parliamentarian, and I'll be handling the policies today. Included in your Book of Reports in Section 7 are a series of new policies and policy amendments proposed by organizational members.

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

The first proposed policy in your Book of Reports is Policy 202-1 related to gender parity among professional leagues. The amendment was proposed by the West Virginia Soccer Association and is first in the Book of Reports under the New Policy section.

My understanding is that this proposed policy is intended to be withdrawn by the organization for some further work. So, therefore, I call on the maker of the motion from -- a representative from West Virginia Soccer Association to speak to it.

MR. LARABA: Yes. Dave Laraba, West by God Virginia. We do feel strongly about this gender parity issue. We respect -- respectfully disagree with the Rules Committee and we appreciate their work and the work of the Board of Directors. We do withdraw this motion. We will work with the Rules Committee to try to come up with a bylaw proposal for next year. We do urge the Pro Council to deal with this issue on their own which they have the power to do. Thank you.

THE PARLIAMENTARIAN: Thank you very 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

51

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

52

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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Jim, is that we -- I'm happy to say here today that we will sponsor/support a task force that -- let's work together, not here now in the spirit of the moment, but we will work together and talk about this and if there is a general feeling that we want to proceed on that basis, then we can bring back a bylaw change next year, but I think at this particular moment I support what the parliamentarian is saying. I don't think it's appropriate for us to have this discussion now, but I'm happy to support a task force to address these issues and concerns.

MR. SADOWSKI: May I respond?

PRESIDENT CORDEIRO: Yes.

MR. SADOWSKI: I recall as a candidate you ruled -- you ran against -- in support of lowering the player fees. I submitted my proposal before the deadline. I was told that it was placed before the Board of Directors and the December meeting, but not acted upon. I reviewed the minutes from yesterday's meeting and as the proposal was considered and acted upon at the December meeting, it should have appeared as unfinished business on yesterday's meeting. It did not.

So what I see here is a Board not acting on a proposal, one of which was a campaign promise, and so I'm very disappointed. I still think the parliamentarian is incorrect. We don't need a task force to tell us the fees are too high. You have enough money. We're spending as a deficit as it is to invest in growing the game and there is no better way to invest in growing the game to allow us to recruit new members on lower fees and my last motion would be to suspend Robert's Rules temporarily so the council can discuss this issue.

PRESIDENT CORDEIRO: Jim, the Board --

MR. SADOWSKI: Is there a second? Is there a 100th?

THE PARLIAMENTARIAN: Thank you very much for your comment. Unfortunately, because this is a bylaw interpretation matter and the bylaw is clear, the bylaws cannot be superseded by a motion to suspend the rules. We cannot suspend the bylaws unless they clearly provide for their own suspension in that regard. So the motion is not well-taken. Thank you very much, sir.

UNIDENTIFIED SPEAKER: Could I ask a question? Excuse me, sir. Could I ask a quick question?

PRESIDENT CORDEIRO: Yes.

UNIDENTIFIED SPEAKER: My understanding is that for the fee change to be put before this body to be voted, it would have to be first recommended by the Board, is that correct, by the bylaws?

THE PARLIAMENTARIAN: That's what the bylaws say.

UNIDENTIFIED SPEAKER: So to change that, the bylaws would have to be amended?

THE PARLIAMENTARIAN: The bylaw is to be amended or if we want to elect a Board that has different opinions more in accord with what your positions are, we can --

UNIDENTIFIED SPEAKER: Just to help us, could you please point to which bylaw says that the Board has to approve a fee change?

THE PARLIAMENTARIAN: Bylaw 212.

UNIDENTIFIED SPEAKER: Bylaw 212?

MR. FIKE: Bylaw 212 provides that each organization member shall pay to the Federation annual fees recommended by the Board and approved by the National Council by majority.
You indicated earlier that prior precedent was established. Can you clarify what precedent you're referring to?

THE PARLIAMENTARIAN: My understanding is that that issue has been previously raised before this body some time since these bylaws were adopted. I don't have an exact date in front of me.

MS. BEVAN: Are you referring to a time when we voted on this several years ago?

THE PARLIAMENTARIAN: Ma'am, I am informed this is the case.

 MS. BEVAN: Okay.

THE PARLIAMENTARIAN: I don't have the details in front of me, but the bylaw itself, the language of the bylaw itself, was just read to you and it's clear.

 MS. BEVAN: Okay. So --

THE PARLIAMENTARIAN: You can ask -- you can ask the general counsel's office after the meeting and I'm sure they will address it.

MS. BEVAN: The only comment I wanted to make was at that time we were promised we would readress this issue and have the discussion and that we would have some engagement which didn't occur and to Joe's point it was sort of a campaign promise that we would revisit this and that didn't occur.

So I -- yes, a task force is great. I want to do it. But I want to say publicly here that you have now made a commitment to have a task force and I believe that it would be fair to say that we -- we deserve the opportunity to really have this discussion and not have it keep being pushed aside. Thank you very much.

THE PARLIAMENTARIAN: Thank you for your comments. The next item for consideration is the proposal to amend Policy 414-1 Engagement With Organization Members to add a new Section 4 regarding content of the minutes. The amendment is proposed by the Cal -- California Soccer Association North and is included third in your Book of Reports and in your policy section.

The proposed amendment was referred to the Rules Committee which made the following recommendation which is the rationale for adding Section 414-1 Engagement With Organization Members to add a new Section 4 of the proposal to amend Policy 414-1 Engagement With Organization Members and it makes it possible for National Council members and others in the broader soccer community to accurately understand what has been accomplished by the Board or Standing Committee. And achieving clarity as the actions taken by the Standing Committee of the National Board of Directors will approve transparency of governance and reduce confusion and contention of the National Council -- at the National Council level and the broader soccer community served by the Federation.

I'm sorry. I read the rationale of the proposed section, not the recommendation of the Rules Committee. Now, we have the rationales as stated by the maker of the motion. The Rules Committee recommendation is as follows. As an initial matter, the Rules Committee notes that Policy 411-1 already provides when the Board of Directors must approve the agreement entered into -- wait.

Greg, there it is. As an
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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
9 Second, the Rules Committee has
10 significant concerns about including contracts
11 that most often include sensitive, commercial
12 terms and confidentiality provisions with the
13 minutes. I believe that has been addressed.
14 Therefore, the Rules Committee recommends that the
15 reference to contracts be removed from any such
16 policy before it is approved.
17
18 Third, the Rules Committee notes
19 that committees like the Rules Committee that make
20 recommendations to the Board reflects its decision
21 in its report to the Board that would be included
22 in relevant part of the Board’s minutes.
23 Therefore, the Rules Committee would recommend
24 that the Board carefully review whether having all
25 committees keep and publish minutes should be a
26 requirement.
27
28 Last, the Rules Committee sees
29
30 no conflict with including the text of policies,
31 competition rules, resolutions, bylaw
32 recommendations and budgets or budget revisions
33 approved by the Board in open session with the
34 Board minutes. Thank you.
35
36 In response, the proposal -- the
37 proposer of the motion -- the proposer of the
38 motion has recommended the removal of the word
39 contracts from the proposal and has limited
40 publication to just certain limited named
41 committees open cut -- Open Cup budget and the
42 Referee Committee.
43
44 The Board made a recommendation
45 and the Board’s recommendation is that the policy
46 be referred to the Nominating and Governance
47 Committee for further review and recommendation.
48 At this point, the question is
49 on adoption of the amendment to Policy 414 to add
50 a provision to the minutes with the changes just
51 read and the policy without those changes is found
52 in the New Policy section in the Book of Rules.
53
54 Is there any discussion? And I
55 recognize the representative of Cal North.
56
57 DR. MOORE: Yes, Dr. Tom Moore from
58 California Soccer Association North. I appreciate
59
60 THE PARLIAMENTARIAN: That’s not the
61 way the procedure would follow. The way to do it
62 would be for -- to put the motion on the floor and
63 then for someone to amend the proposal while it’s
64 on the floor to make those changes.
65
66 MR. MOORE: It sounds like we aught
67 to hear some debate about that. So I will make
68 the motion with those changes to add Section 4
69 eliminating the requirement for information about
70 contracts in the depth of the minutes and limiting
71 it to just those three committees and I will
72 simply provide the argument for why those
73 particular three committees -- obviously, we’re
74 all concerned about referees; secondly, we all
75 should be concerned about budget and finance from
76 the Federation; and, thirdly, of course, much of
77 what the Federation does is about competitions.
78 So that’s the motion.
79
80 THE PARLIAMENTARIAN: Thank you very
81 much. The Board has made a recommendation --
82 PRESIDENT CORDEIRO: Tom, you know,
83 the Budget Committee is no longer a Standing
84 Committee. The Budget Committee is now part of --
85 is a Board Committee and this is why I think we’re
86 suggesting this go to the Nominating Governance

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Committee so to get it clarified and bring it back next year.

Look, we're trying to be open,
we're trying to be more transparent, but we can't
rush into things and find ourselves in an even
more difficult position than we're in today. So
we're not hiding anything. Please, let's do it in
a proper and suited way and that's it. What
you're really referring to is the Open Cup
Committee and the Referee Committee, which is no
longer a Budget Committee.

MR. MOORE: I'd be happy to remove
in my motion budget and finance just to move us
forward.

THE PARLIAMENTARIAN: So as the
maker of the motion, you may do so. So the
proposal is modified to refer only to the Open Cup
and Referee?

MR. MOORE: Correct.

THE PARLIAMENTARIAN: Thank you.
The Board made a recommendation in regard to this
proposal and so I would recognize next a member of
the Board to move to commit.
Is there a member of the Board
who wishes to make that motion?

MR. MOTTA: So moved.
THE PARLIAMENTARIAN: So moved,
Mr. Motta.
Is there a second? The
recommendation comes from the Board.
MR. TURNLEY: Second.
THE PARLIAMENTARIAN: There's a
second. So the question is on whether this motion
as modified should be sent to the Nominating and
Governance Committee for a report and
recommendation at next year's meeting.
Is there anyone who wishes to
speak towards this motion? Seeing none, we will
vote on the motion to commit. The motion to
commit requires a majority. All those in favor
please -- Mr. Kepner, are we ready to take a vote?
MR. KEPNER: We are.
THE PARLIAMENTARIAN: All those in
favor of sending proposed Policy 414-1 amended to
the Nominating and Governance Committee for a
report back at the next AGM please press 1, all
those opposed --
MR. DELAY: Can I ask a quick
question? Can I ask a quick -- I'm not clear what
we just did.
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of the motion, which was Cal North, had some
modifications to the initial language.

MR. DELAY: But I thought your
recommendation to him was to put the original
motion on the floor and then allow it to be
amended from the floor?

THE PARLIAMENTARIAN: No.

MR. DELAY: That's what you
recommended.

THE PARLIAMENTARIAN: No, there was
another amendment that he -- not this particular
amendment which was to limit the number of
committees and to take out --

MR. DELAY: I understand that.

THE PARLIAMENTARIAN: -- contracts.

MR. DELAY: Your answer to him was
to make the original motion and then to have it
amended from the floor.

THE PARLIAMENTARIAN: It wasn't to
make the original motion. It was to make the
modified motion and then he said there was another
amendment that somebody might want to make -- sir,
I'm sorry. I didn't write that down. Could you
please let the body know.

MR. MOORE: So two things. So the

main motion on the floor is what is in your Board
Book of Reports minus the line that says contracts
and changing Standing Committees to just the
Referee and the Open Cup Committee.

As I understand it, after I made
my motion, I didn't hear the second, but I can't
hear the entire room, I assume there was a second,
there was a motion -- another motion to modify
which was to refer this to committee, which I
believe the parliamentarian says we have to vote
on first.

So if you would like to see a
motion that we made approved, we first need to
vote down the referral to committee and then it
will come back for a vote on the main motion, is
that correct.

THE PARLIAMENTARIAN: Yes, but I
thought you also said when you were on the floor
you made an inquiry to me if somebody wants to do
it a different way than this modified proposal how
would they do it? Do they wait for the modified
proposal to be voted up or down and then make a
new motion or is there some other way we should be
handling it? And I said if they wanted to modify
what you're proposing further, it should be made

as an amendment during the debate on the motion.
I just don't recall what the substance of that
question was that you raised earlier.

MR. MOORE: It seems like at this
time.

So then the debate that is on
Policy 414-1 as -- as modified by Cal North, is
there any further debate at this time on that
motion? There is no one at the podium -- at any
microphone that I see. So, in that case, we'll
proceed to an immediate vote. The question is on
adoption of Policy 414-1 as found in the policy
section of the Book of Reports. This motion
requires a majority vote for adoption and the vote
will be taken by keypad.

Are you ready for the question?

Mr. Kepner.

MR. KEPNER: Please begin voting
now.

THE PARLIAMENTARIAN: All those in
favor of the motion, please press 1 on your
keypad. All those opposed to the motion, please
press 2 on your keypads. I remind you, we are not
voting on the motion to commit, which was
withdrawn. We're voting on the substance of the
change to 414-1 as printed with the modifications
suggested by Cal North removing contracts and
limiting the committees to Open Cup and Referee.

MR. KEPNER: Voting will stop in 5,
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| 4, 3, 2, 1. Stop.  
THE PARLIAMENTARIAN: Yes, the policy is adopted, but it requires a majority.  
There are 85.8% in favor and 14.2% against. A clear majority in favor and the modifications to Policy 414-1 as -- as further modified on the floor of this body will be incorporated into the policies.

The next item for consideration is the proposal to add a new Policy 511-2 relating to procurement policy. The amendment is proposed by the Illinois Soccer Association and is included fourth in your Book of Reports in the New Policy section. The proposed amendment has been reviewed by the Rules Committee which we recommended that any procurement policy be more tailored towards the needs of the U.S. Soccer Federation.

The Board has concurred the recommendation of the Rules Committee and rejected the policy. So the question is on adoption of the proposed Policy 511-2. It's found in the New Policy section in the reports. Is there any discussion?

The Illinois Soccer Association has a priority recognition. If no one wishes to speak to the proposal, the question is on adoption of the proposed new Policy 511-2 as found in the New Policy section in the Book of Reports. This motion requires a majority vote for adoption and the vote will be taken by keypad.

Are you ready for the question? Mr. Kepner, please proceed to start taking the vote.

MR. KEPNER: You can all begin to vote.

THE PARLIAMENTARIAN: All those in favor of the motion, please press 1 on your keypads. All those opposed to the motion please press 2 on your keypads. Majority is required.

MR. KEPNER: Begin voting now. 5, 4, 3, 2, 1. Stop. Thank you. The yeses are 19.3% and the negative is 80.7%. A majority being required, less than a majority having voted in favor the proposal is not adopted and will not be included in the policies of this Federation going forward.

The next item is 601.5 a proposal to amend that provision relating to amateur registration. It was proposed by the Metropolitan District of Columbia Virginia Soccer Association. That policy has since the time that the book was -- the book was published been approved by the Board at yesterday's Board meeting and, therefore, this policy is before the body in the next section with the other Board-approved policies.

So we will now turn to the next section which is Section 8 in the Book of Reports.

MR. SADOWSKI: Hello. I just want to be clear that that decision was done yesterday, the Board approved the policy change Policy 601-5?

THE PARLIAMENTARIAN: Yes.

MR. SADOWSKI: Because the Board's approval of the policy is not in the book with the other measures that were approved. So it's not in the book, the book I have.

THE PARLIAMENTARIAN: Right.

Correct. I thought I -- that's fine. Thank you for the clarification.

MR. SADOWSKI: It's just not in the book. So if people are looking for it.

THE PARLIAMENTARIAN: It's in the book. It's just in the book under new policies and it's going to be considered with the following section which is Board-approved policies.

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</table>
| MR. SADOWSKI: Got it.  
THE PARLIAMENTARIAN: If you want to look at the text of that, you have to look at it in a different section. So at this point, Section -- we are on Section 8 of the Book of Reports, which is affirmation of policies and policy amendments adopted by the Board during the prior year. And we typically consider these changes on block, which means all together with one single vote under the consent agenda procedure. These amendments are amendments to Policies 102(4-1) 601-2, 601-4 and now 601-5. So those policies will be up for consideration on block under the consent agenda procedure unless someone wishes to debate one of those particular proposals.

Does anyone at this point have any desire to pull out one of those proposals for individual debate? Seeing no one, we will consider the policies on block. That's 102(4-1), 601-2, 601-4 and 601-5. With that, if there is no objection, those proposals will be adopted and approved as affirmed by this body.

Seeing no objection, those stated policies 104(1) -- 102(4-1), 601-2, 601-4.
and 601-5 are now in the Book of Policies as approved by the Board and affirmed by this body. Thank you very much. The next item is elections and, Mr. Cordeiro, you can stand.

(Pause.)

PRESIDENT CORDEIRO: Thank you, Mike, and thank all our parliamentarians. As -- as you all know, our Federation and Board of Directors benefit from the service and contributions of Independent Directors. Our Independent Directors are selected because they bring unique experience and expertise often from the private sector that help make our Federation even stronger and more effective. They're truly independent. They do not represent any member of our Federation and they are tasked with providing their impartial advice and counsel. We have three seats on the Board to serve as Independent Directors. We're very grateful to Lisa Carnoy and Patti Hart for serving in this capacity and today we're considering a candidate to fill the remaining position which is currently vacant.

At the Board level, our Independent Directors help guide our Federation and Board of Directors benefit from the advice and counsel. We have three seats on the Board which approved it and now presents a recommendation to the Board.

The committee presented its recommendation to the Board which approved it and now presents a candidate for Board consideration Juan Uro.

We announced Juan's nomination earlier this week and I hope you all had a chance to review his very impressive qualifications and although he is not able to be with us today Juan has more than 20 years of experience as a management consultant advising companies around the world, including many from the Fortune 100.

He is a leading expert on developing effective strategies and operations that help organizations grow and thrive, including when he led the strategy in finance at the NBA.

With his proven record, along with his love of the game, Juan would be an ideal Independent Director to help guide our Federation in our next area of growth. So all of those in favor of the election of Juan Uro as Independent Director, could you please say aye.

(Nomination.)

PRESIDENT CORDEIRO: Two years ago our Presidential election in Orlando left a vacancy for our Vice President. Last year in Scottsdale we conducted an election and Cindy Parlow Cone was chosen to fill the remaining one year of the current term for Vice President. Today, we'll have an election for a full four-year term for Vice President and in accordance with our bylaws and policies the nomination process was public starting back in September and closing on December 17th. Two candidates completed the nomination process; Cindy Parlow Cone and John Motta.

So, at this point, I want to invite both Cindy and John to make brief remarks, five minutes each. The candidates participated in a draw yesterday morning. I think Cindy will speak first followed by John. Cindy?

MS. CONE: Thank you. It's been an honor to serve as your Vice President and I hope to continue to do so for the next four years. I believe that with my extensive knowledge and experience in soccer as a player, coach and executive, my experience working in the soccer landscape from a grassroots to the international level and my ability to build bridges and bring people together makes me uniquely positioned to serve the game, our players and you as your VP. I will work to continue to grow our game, to create better environments for all and eliminate barriers to our game. I am passionately driven to positively impact our game at all levels, in all demographics and improve the experience of our current and future participants. I will advocate for the game, our players and the future of soccer in the United States. So when the time comes to push the button, I hope you vote for this future. Thank you.

(Ms. Cone.)

MR. MOTTA: Good morning, everyone, and yesterday I had the honor to address many of the groups. For those who I did not address yesterday, I will do a condensed version of what I did yesterday. So my involvement in soccer...
started as a young boy. My parents came from the
country of Portugal and being from the country of
Portugal when they came to this country, they had
no soccer in their community and my dad and his
friends put together the first soccer club in
Bristol, Rhode Island and my dad also built the
first soccer field in the town we lived in. So I
grew up with my dad on the soccer field as far as
I can remember and until today I have always been
involved in the game.

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

With that, I will also go into
what my personal life involves. As many of you
know, I am a business owner. I am currently a
franchisee with the Dunkin Donuts, which today
they only want to be called Dunkin. So I started
in that business exactly 40 years ago this year
and I started when my dad bought his first
franchise in Massachusetts. We left Rhode Island
and went to Massachusetts and I started working
for my dad. And 40 years later I am lucky enough
to own 30 locations in two different states. I
employ over 500 employees today and God blessed me
with four beautiful children who has taken over
the business to give me time to do what I love,
which is soccer, which I want to stress which I do
have the time that is dedicated to do the job
properly.

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

I think that's all I will say.

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

(Applause.)

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

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

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

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

(Applause.)

MS. CONE: Thank you. As I said
before, it's an honor to be your VP. John, I look
forward to continuing our work together on the
Board and I look forward to continuing to work
with all of you. I had the chance to visit all of
you this past week and I would love to continue
the conversation. You know how to get in touch
with me. So please reach out if you have any
questions or want to pick my brain or I'm still
learning from all of you. So I appreciate the
opportunity and I look forward to continuing to
serve you all.

(Applause.)

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

(Applause.)

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

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in the past year, Cindy, as the first former National Team player to serve as Vice President, co-Chair of our Youth Task Force, member of multiple committees and playing really an instrumental role in hiring Kate as our first GM and hiring Vlatko on -- as the new coach. And, of course, so much more.

And on a very personal level, I want to thank you, Cindy, for the advice and counsel you've offered me every day and often on some very late night calls and I'm very grateful to your partnership and even more your friendship.

So with four years ahead of you, you know you're just getting started.

You know, these positions have an impact on families as well. And so we're also very grateful to your husband John and your son Steven. Thank you, Cindy, and thank you to you and your family.

(Pause.)

PRESIDENT CORDEIRO: Okay. So now for one of our great traditions here at U.S. Soccer, for the Good of the Game. Before we begin, I want to say a few words about one of the true greats of the game. I would ask to join me on the stage the unrivaled Coach Jill Ellis.

(Applause.)

MS. ELLIS: I'll just take this seat right here.

PRESIDENT CORDEIRO: So at our Board meeting in September, we expressed our admiration and gratitude to Jill with a proclamation and so on behalf of the entire Board I want to share that proclamation with all of you today and here it is.

On behalf -- and so please bear with me. Whereas, Jill has devoted 20 years of outstanding service to the women's and girl's National Team programs at U.S. Soccer including as Development Director for U.S. Soccer and head coach for numerous Women's Youth National Teams; whereas, as head coach of the U.S. Women's National Soccer Team since May 16th, 2014, Jill led the team to victories in eight tournaments; the 2015 Algarve Cup, 2015 FIFA Women's World Cup, the 2016 CONCACAF Women's Olympic qualifying championship, 2016 SheBelieves Cup, 2018 SheBelieves Cup, 2018 Tournament of Nations, the 2018 CONCACAF Women's Championship and, of course, the 2019 FIFA Women's World Cup winning all seven games; whereas, Jill is the first coach in history to win two Women's World Cup titles leading the U.S. Women's National Team to an unprecedented four titles; whereas, she has coached the most games in the history of the U.S. Women's National Team with a current futbol record of 105-7-18 is on track for the most wins of any coach in the team's history and has led her players, coaches and staff with sportsmanship, comradery and skill; finally, whereas, her commitment, passion and unrivaled achievement has inspired millions of players, coaches and fans in the United States and around the world raising the profile of the women's game globally and setting the standard of greatness for future generations.

Therefore, we the National Board of Directors at the U.S. Soccer Federation do hereby establish the Jill Ellis Scholarship, U.S. Soccer's first ever endowed scholarship to support coaching education with the focus of providing opportunities to women of all walks of life and growing the ranks of women in coaching for many -- I will add many years to come.

So I just want to note that thanks to many generous donors, in just a few short months, the Jill Ellis Scholarship has already raised $215,000 to support women's coaches and we're just getting started.

(Applause.)

PRESIDENT CORDEIRO: We're also very grateful, Jill, that you will continue to represent our Federation across our country and around the world and I know we haven't -- we don't let off too easily but as a U.S. Soccer Ambassador, Please join me in saluting the incomparable Jill Ellis.

(Applause.)

MS. ELLIS: I don't know if I can cue this up. If you push 1 on your keypad, you will donate to the Jill Ellis Scholarship Fund. Can you get that done for me over there? I just very briefly want to say thank you so much to Carlos and the Board for extending this. The greatest thing that I think could -- that could happen would be for someone to surpass the accomplishments and to pay it forward. So this is a tremendous honor. Thank you for that.

I just want to thank Dan and Sunil for bringing me into the Federation many, many years ago and it has been a crazy, amazing
| 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  |
| 4 | a 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, Jill. |
| 13 | 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 | 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: Congratulations. |
| 11 | MR. FLAMHAFT: Thank you. My second  |
| 12 | comment is on a different subject. I share in  |
| 13 | celebrating the success of the Women's World Cup  |
| 14 | team, but for the moment I would like to touch on  |
| 15 | my open experience as a National Team player and  |
| 16 | my reaction to the conduct of the team in its most  |
| 17 | recent competition.  |
| 18 | As a member of the United States  |
| 19 | team, in addition to performing positively on and  |
| 20 | off the field, you are representing the values and  |
| 21 | ideals of the United States. That's part of the  |
| 22 | responsibility of wearing the uniform. So permit  |
| 23 | me to comment on the recent ethics, conduct and  |
| 24 | behavior of the team. Assuring and encouraging
integrity and sportsmanship is of paramount importance especially on the international stage. Let me pose a question. Is it okay for a National Team, while being successful on the field, to act in an un-sportsmanlike manner specifically by humiliating their opponents and subjecting them to ridicule and then boast with humility? Humility is an order. These actions are not acceptable as they are inconsistent with our values and I don't believe it's okay. I have learned through my life experiences, and especially in this organization, that you cannot codify morality, but I think we should recognize that what is missing or has been missing by this team is the respect that should be shown.

(Applause.)

MS. BERLING-MANUEL: Lynn Berling-Manuel, CEO of United Soccer Coaches. I was actually remiss earlier in not extending a thank you that is very important to the U.S. Armed Forces Sports Council who was our partner and co-sponsor of the bylaw amendment that we brought forward. I wanted to thank the Board. They have been a marvelous partner with us and I want to thank the Board for their provisional approval of their new status as affiliate members. It's well-deserved and it was the right thing to do. So thank you very much and, again, I just want to make sure they get the recognition they deserve. So thank you.

(Applause.)

PRESIDENT CORDEIRO: Thank you, Lynn.

MR. GUTHRIE: Dave Guthrie, Indiana. I, too, would like to thank U.S. Soccer for its Innovate to Grow grant for that initiative. Not because Indiana was fortunate enough to be a recipient of some of those revenues, but for the initiative itself to be able to fund, to encourage the innovation to make our game the preeminent sport in this country. Without those resources, we can have all kinds of ideas, but they'll lay there.

So I thank you for funding that and for challenging us as members to elevate ourselves. It takes some time to put together a grant. It causes us to look in the mirror to say "Okay. Are we worthy of grant money?" How do we elevate our administrative support so when you receive the funds not only do you use those funds, but then you need to record the results and report back with those results. So I thank you for challenging us to be better.

Another piece I wasn't prepared to comment, but because of the comment that our women's coach just offered, I would challenge U.S. Soccer to remove the cost barrier to coaching education. The little State of Indiana hasn't charged for coaching education for a decade. So I know it can be done. She just mentioned that her first coaching course was paid for by her parents. How many coaches that could have achieved greatness were kept out because of finances? What would our landscape look like if we didn't have a Jill Ellis? So, again, I sincerely challenge you. It can be done. There is no reason for us to limit talent because of money. Thank you.

(Applause.)

PRESIDENT CORDEIRO: Thank you.

MR. GUILARASA: Albino Guimaraes.

We're here on a very special weekend and nobody has mentioned it. We always thank our boys, girlfriends, what have you. So to all the ladies, Happy Valentine's Day.
We have a mission to create a system where children do not drop out of the game. Support your states in ensuring that at age nine years we want to find them and we want to have cerebral palsy. We want to know who they are, we want to meet your children. We want to help organizations who have children or know children who have cerebral palsy. We want to recognize us, allowing us to be a member. You can find us at cpsoccer.us. We want to give more opportunity to your members to make an impact on the game. Thank you very much.

PRESIDENT CORDEIRO: Thank you. MS. HAMMOND: My name is Ashley Hammond from Cerebral Palsy Soccer. I’d like to thank the Federation for voting us in as one of your newest members. Thankfully, the United States Soccer Federation supports a number of disability national teams, one of which is the U.S. Para 7-A-Side National Team for which you have to have cerebral palsy, stroke or TBI to be eligible to be on that team. My son is a member of the National Team. Research states that 1 in 363 children have cerebral palsy and over 95% of those children drop out of mainstream soccer before they’re age 10 and then over 90% of those children who drop out will not play soccer again. In your states, you have many, many members of your organizations who have children or know children who have cerebral palsy. We want to know who they are, we want to find them and we want to support your states in ensuring that at nine years of age they do not drop out of the game.

We have a mission to create a women's U.S. program both at the club version which is CP Soccer and I know the U.S. is supporting currently the growth of the U.S. CP National Team. We thank you so much for recognizing us, allowing us to be a member. You can find us at cpsoccer.us. We want to meet your children. We want to help you continue to keep them in the game and, again, we thank you very much.

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

PRESIDENT CORDEIRO: Thank you. MR. NEIL: I'm Trip Neil with U.S. Deaf Soccer. I just want to -- I've been coming for five years now and just want to take an opportunity to thank you guys for your support of the last five years and also reeducate some folks. There may be some new faces here who aren't familiar with us.

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

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

And as far as other ways to support beyond identifying players, everyone that I've talked to and had a chance to educate on our program advocates for us and would love to see us become a part of the extended National Team.
program where we -- our players don't have to come out of pocket thousands of dollars to go to these tournaments.

They can get these expenses covered by U.S. Soccer. So if you -- if you're opposed to that, I would welcome a conversation.

I haven't met anybody who is opposed to that. The amount of dollars that we're talking about is about 0.5% of what is currently dedicated to the National Team programs.

So please Google deaf soccer, you'll find me there and I'll be around tonight if you are interested in having that conversation.

So thank you for your support. I appreciate it.

MR. PRUTCH: First of all, my name is John Prutch. I'm a commissioner of the National Independent Soccer Association. I'd like to thank the Board and membership for your support in becoming a member. I'd also like to recognize over here in the corner we have three -- if you guys can stand up, three of our member clubs and some of our senior staff at NISA. I want to recognize you and thank you for all your help.

Thank you.

(Applause.)

PRESIDENT CORDEIRO: Thank you.

MR. BROUSARD: Good morning. Everybody. My name is Kevin Brousard. I'm the Programs and Finance Director at the U.S. Association of Blind Athletes and we run blind soccer. You might be thinking to yourself how in the world does that work? Well, do yourself a favor, Google it, check out the YouTube videos.

You will be amazed at the skill of this game, check it out.

And we are another Innovate to Grow award winner this year. I want to thank the Federation for your support. 2018 we started growing this sport and started it from scratch really. US ADA has been running blind sports for about 40 years now, but we're really dabling for the first time ever in soccer.

So this is kind of a call to action, if you will. We are looking for coaches, referees, infrastructure, anybody that wants to be a part of the groundbreaking blind soccer program, specifically with our Innovate to Grow program.

We're going to be having programs in Columbus, Ohio; Miami; Baltimore; New York City; Newark; and Salt Lake City. So if you guys want to touch base with myself, find me and I would love to get some coaches and individuals involved in those markets specifically and in the movement altogether. So, thank you.

(Applause.)

PRESIDENT CORDEIRO: Thank you, Kevin. Far end. Sorry.

MS. BENDER: Mary Jane Bender, Executive Director for Illinois Youth Soccer.

I've been coming to this AGM since 1993 and this is probably the first time that I've heard more programs for women than I have ever heard before and more initiatives for women's programs and it's important because women are generally chastised or reprimanded for things that men do and are never reprimanded for and I think that there needs to be tremendous support for the women's program.

I thank U.S. Soccer for providing Innovate to Grow grants. Our grants that we received are geared towards children and coaching and women's programs and we're delighted to be able to initiate educating women in colleges and providing free coaching courses because of the Federation.

I also want to mention that this is the 100th anniversary of the 19th Amendment that gave women the power to vote and gave us a voice and I don't want women to lose their voices.

I want to see them increase their -- their information and their ability to say what they need to say. Thank you, Cindy, for -- I really am delighted that you are the VP.

(Applause.)

PRESIDENT CORDEIRO: Thank you.

MR. GOMEZ: Isaias Gomez, President of Asociacion Nacional Futbol En USA. Hello.

I'll translate. This is Isaias Gómez, President of one of the newest organizations to be accepted by U.S. Soccer. Thank you very much. He is President. I represent this association and we are here to first give thanks to all of you guys at U.S. Soccer because we have been seeing how this beautiful country have been working together in every single day is trying to unify -- this beautiful family that is working towards one direction soccer and make this beautiful sport worldwide the best of us. So thank you very much.

We're here to support. We have been seeing special -- I've been coaching for 15
first time I met with Esse. They told me a story about him. He was a FIFA ref. He came home to Colorado and he was running lines with his daughter in a U-12 game. He was running lines, a play was made, his flag goes up, ref calls offside, game continues. A parent went ballistic on the sidelines, throwing a fit about it all.

A mentor came over to talk to the parent to talk him down a little bit and he says, "Do you know who that is?" And the guy says, "No, I don't know." He says, "That's Esse Baharmast. He's refed in two World Cups, he is a FIFA instructor, he's one of the premier refs in the world" and the parent looked at him and said, "Well, you'd think he knows the offside rules."

(Applause.)

MR. TRYON: Yes, thank you. My name is Ron Tryon. I am the CEO of United Futsal. I want to thank the Board and you, Mr. President, Greg Fike, your assistance as well and the membership for voting us in as an Other Affiliate this year.

United Futsal we operate our corporate offices out of Raleigh, North Carolina. We operate, plan and execute high-quality, youth futsal tournaments around the country and around the world. We look forward to growth and we look forward to working with many members of the club that are interested in moving forward with the technical development of futsal. Thank you very much. It's a pleasure being here.

(Applause.)

PRESIDENT CORDEIRO: Welcome, Ron. MR. LABAS: Jim Labas, United Power Soccer. After qualifying in Rio this past summer, our National Team will be going to Sydney, Australia in 2021 to bring back the Cup from France and the United States. Great national competition, of course, comes from great day-to-day competition. Part of that is our teams and our coaches. So I also want to say thank you in regard to the Innovate to Grow Fund.

For the first time, we'll have an official and standard coaches, training and certification process that will only help the competition and build that in the future and then on the second note I just want to thank the Federation for supporting soccer at all levels whether an athlete pulls up in a car and runs out on the pitch to compete or that athlete needs to be picked up out of the car and sat in a chair to roll on to the pitch to compete, thank you for making this game accessible to all.
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<td>Our worry, of course, is they're going to bring out their secret weapon which is the women players. And they may do that to us. I think we're going to have them because with unlimited substitutions and they have, I believe, 20 or so members, the Athletes Council, we're bringing 50 substitutes and with two 90-minute halves we think we can take them. So at 11:30 in the park that you passed on the way to the Tin Roof last night there on the left there is enough space for each side and we welcome to take you all on today.</td>
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<td>don't have a lot of money, but what we have done in the last year and a half after we have not had success with the Federation on those fees is we are doing free courses for our Federation members. We are paying for the courses of the instructors. They have to still pay the $25 in Federation money. I've pleaded for this. This is my third year, I think. I'm going to say again. I've talked to the staff and I know they're aware of it, but please take a serious look at what we can do to help the recreation mom and pop coach get into our grassroots system. Thank you.</td>
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to a speedy conclusion, putting away longstanding biases and truly take leadership in shaping society and be seen as a beacon of equality. I want to be proud of this Federation. I have been part of it for a long time and unlike evidently some others in the room I am incredibly proud of the confidence, sportsmanship and the courage that the team displayed this summer. (Applause.)

MR. MOORE: President Cordeiro, Tom Moore, California Soccer Association North. You may recall that at last year's AGM in Scottsdale the Adult Council challenged the Athletes Council to a pickup soccer game and we consequently had the first ever intercouncil game. So I was absolutely kind of surprised when a couple weeks ago we were contacted by the Athletes Council and they asked for a rematch. I was puzzled over that wondering why would you want a rematch. And finally realized I guess they're ashamed of the fact that they only beat us 25-5. So the Adult Council got together, we have a strategy for today and we have agreed on the rules of competition, each side unlimited substitutions and so forth.
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<td>114</td>
<td>when she was a young player. I got that right, didn't I?</td>
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<td>MS. PARLOW CONE: Yes.</td>
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<td>MR. SNYDER: But she learned how to be a good teammate. She had to work at it. Based on Cindy Parlow, I would ask everybody in this room to come back next year to see if you’re a better teammate for U.S. Soccer, what type of teammate are you going to be for everybody else in the room? If we all become a better teammate, we’ll lift lots of trophies. One Nation. One Team.</td>
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<td>(Applause.)</td>
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<td>PRESIDENT CORDEIRO: Here. Here. Do I have any comment from the Board? To my left. Don.</td>
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<td>MR. GARBER: Yes, thank you, Sunil.</td>
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<td>Let me start by congratulating the Women's National Team. I think there have been very few times in our country’s history that the power of sport can really shout loud and have us all as members of this community, but also citizens of our country, see how we can take this game and have it represent things beyond medals and beyond success on the field. So to the women that are here, but to the entire National Team, I want to thank them for inspiring us and to the comment before showing the joy of the game because at the end of the day we’re playing a game. So I want to thank and congratulate them. I also want to congratulate Cindy who has been a great member of this Board and we have got a lot of exciting things that we’re all going to be able to do together. For those of you who don’t know, this will be the 25th season for Major League Soccer, a league that started 25 years ago with 10 teams and no stadiums and this year we'll inaugurate our 26th team in Nashville, Tennessee -- our 25th team in Nashville, Tennessee and our 26th in Miami. And in the next couple of years, our 30th team will join Major League Soccer at a time when we now have 22 stadiums and soon to be near 30 and it really speaks to the way our country is getting behind the game at all levels. It has grown through the grassroots and now has a fan culture that is driving opportunity for people to celebrate the game professionally and to be able to have the opportunity to be able to be...</td>
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<td>her capabilities, I feel compelled to commend the U.S. Women's National Team, Ms. Ellis, her staff, her coaches and more importantly the players for the hard work they put in, the dedication that they display and the sacrifice that they make to play at the level that they play at. It was an utter joy to watch them play this World Cup and respect their opponents by putting the best they had to put out there on the field every time they took the field and in a time when we're trying to empower women to bring them into the game in the way we want to and in a time when we're trying to empower women and in a time when we now have 22 stadiums and soon to be near 30 and it really speaks to the way our country is getting behind the game at all levels. It has grown through the grassroots and now has a fan culture that is driving opportunity for people to -- thank you for everything you've done. Thank you for inspiring not only my daughter, but millions of people across this country and around the world. Thank you. Thank you. (Applause.) PRESIDENT CORDEIRO: I'd also like to -- thank you. If there are no more -- sorry.</td>
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<td>MR. SNYDER: We don't have that much time. On behalf of Tennessee Soccer, I'd like to stand up and staff. Stand up. I'll address you. Stand up. 25% of my Board is women. I challenge the rest of you to do the same thing. (Applause.) MR. SNYDER: They are good people first and women second. Judge the people here by the quality that they give to the game. Thank you, ladies, for making a difference in my Board. They also came -- they're pretty good at stuffing goodie bags. Take the Goo Goo Clusters with you, please. My big guy back there is good at bar protection. If you see him at the bar, please buy him a drink. I'm tired of buying him drinks. Cindy, congratulations. Last year at our Hall of Fame we put Cindy in our Hall of Fame and one of the things she said is she was not a good teammate...</td>
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MR. GULATI: A couple of things. I certainly want to thank some of the people who are no longer with the organization in the same way that they have been. Jill obviously is in that group, but still involved in the game in many ways. Jay Berhalter has been an extraordinary servant to the game for many years and I'm sure he will be. Dan, we've talked about. Tab Ramos who played for us and has been to more world championships than anyone else in the world in any country, but went on and is now coaching in MLS.

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

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

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Secondly, I would like to thank the Board and I will still fight for those things I'm still on positions during my campaign. I will continue to get disturbed by and should, but there's a lot of very positive things, whether it's the World Cup coming, whether it’s the fact that those things make headlines where 25 years ago it wouldn't, the pro game has been a great driver, the National Team has been a great driver, men's and women have been great drivers, youth participation numbers we all know are relatively flat, a lot of reasons for that, partly demographic changes. But there's a whole lot of people we can add to the mix, add to the game, continue to grow in the way we'd all like to and I think that’s a challenge for all of us in all parts of the game. People have to lead, not just up here, but out there to make that happen. So let's all do that and move forward not just to make headlines where 25 years ago it wouldn't, the pro game has been a great driver, the National Team has been a great driver, the National women's Team has been a great driver, the National men's Team has been a great driver, the National American soccer family. This is my third AGM and each year to me. It's been a wonderful education process. All of you have been transparent. You have welcomed me in probably some places where you didn't want to and I want to say thank you for that.

To the Women's Team, I will say as a woman that has seen lots of obstacles in my career I give you a huge round of applause for overcoming those and reaching the pinnacle. It's not easy. It's not easy to balance your family life and your children and your spouse and your loved ones with climbing to the top of your profession. I know what it takes. So I say thank you to all of you.

And I also will say thank you for giving me an amazing opportunity to drink French wine and eat French cheese this past summer. It was incredible. So thanks for that. This sport has shown me a family. It has amazing complexity, but at the same time a passion that I have not seen in any walk of life. So I would remind you to keep the passion alive. It's very important. Thanks very much for welcoming me to the soccer family. (Applause.)

PRESIDENT CORDEIRO: Anyone else?

MS. CARNOY: Like Patti, I'm an Independent Director. This has been quite an education for me honestly. So I would, first of all, say thank you for opening yourself wide open to me. It's been a wonderful education process. You all have all been transparent. You have welcomed me in probably some places where you didn't want to and I want to say thank you for that.

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PRESIDENT CORDEIRO: Anyone else?

MS. HART: So I'm Patti Hart and as an Independent Director this has been quite an education for me honestly. So I would, first of all, say thank you for opening yourself wide open to me. It's been a wonderful education process. You all have all been transparent. You have welcomed me in probably some places where you didn't want to and I want to say thank you for that.

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PRESIDENT CORDEIRO: Anyone else?
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I have to say the campaign for this latest World Cup from Frisco, Texas to Léon, France was one of the greatest thrills of my life and I never even stepped on the pitch and in addition to being a huge supporter and a member of this Board as a mother of daughters and sons I couldn’t be prouder of what this team has accomplished. So thank you for that and I look forward to cheering you on around the globe in the coming years. So thank you, all.

(APPLAUSE.)

PRESIDENT CORDEIRO: Dr. Pete?

DR. ZOPFI: Thank you. Just a couple of brief comments. I will echo what Lisa said. My wife and I had the opportunity to go to France and watch the ladies play, but even more importantly we had an opportunity to meet their families and loved one. And I can tell you I can tell why they’re champions because their families are also. So, thank you.

Next, I’d like to just introduce our new CEO at U.S. Youth Soccer Skip Gilbert.

Skip?

(APPLAUSE.)

DR. ZOPFI: The last thing I have to say I was really glad to see that the budget video went really well with the music and everything because I have an Annual General Meeting coming up in July and we never have the budget go that smoothly. So I’m going to try that. So you state associations out there remember how this went.

Thank you.

(APPLAUSE.)

PRESIDENT CORDEIRO: Thank you, Pete. Anyone else? Richard?

MR. MOELLER: I echo pretty much what everybody has said, but I definitely want to say thank you for two things. First of all, everybody in this room, I want to thank you for all the hard work you do, your volunteering, the hours you put in, whether you get paid or whether you’re a volunteer, you help make the game better from the athletes, from the adults, the youth, the pros. I mean, everything is one big family.

Secondly, I’d like to thank not just my colleagues on the Board, but everyone at Soccer House for all the hard work that you do, the hours you put in and it’s just amazing. So I thank you from the bottom of my heart and I’m sure from everybody else.

PRESIDENT CORDEIRO: Okay. Have I missed anyone? All right. Not quite three hours. Thank you, all, very much, everyone, and I think today has really been a great reminder. I think John Snyder said it best that as a Federation we’re only as strong as each other. And so we need to keep investing in each other and we will, our players, our coaches, our referees, our fans at every level and that’s been our work here this morning and I know it will be the focus of your meetings for the rest of the afternoon, our dinner tonight and, of course, the year ahead.

So as we wrap up this National Council Meeting, I want to thank you, all, for everything you do for our Federation. Thank you, again, to our dedicated staff at Soccer House for all your hard work to make this thing happen.

I’m pleased to announce that next year’s AGM will be held next February in Atlanta. We will follow up soon with the exact dates, but it will be in Atlanta, Georgia. As we adjourn and look to the year ahead, including World Cups for our Women’s U-20 and U-17 teams,

let’s hope we get them, the Olympics where hopefully our men will join our women and the start of qualifying for 2022.

As we look forward to that, turn your attention to this video. Thank you, all, very much.

(Whereupon, a video was played.)

THE PARLIMENTARIAN: Meeting adjourned.
February 15, 2020

REPORTERS CERTIFICATE

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

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

_________________________
Steven J. Brickey, RMR
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Chicago, Illinois 60603