

PROCEEDINGS

UNITED STATES SOCCER FEDERATION
NATIONAL COUNCIL MEETING

Virtual
Chicago, Illinois

February 27th, 2021
12:11 p.m. - 2:34 p.m.

2	<p>1 AGENDA</p> <p>2</p> <p>3 Page Line</p> <p>4</p> <p>5 I. Opening Remarks and Introduction 4 1</p> <p>6 II. Moment of Silence 5 21</p> <p>7 III. Roll Call 6 3</p> <p>8 IV. 2021 Credentials Committee Report 12 8</p> <p>9 V. Approval of AGM 2020 National 12 19</p> <p>10 VI. Introduction of Reports</p> <p>11 A. President's Report 12 20</p> <p>12 B. CEO/Secretary General's Report 20 9</p> <p>13 C. Committee Reports (Included in the Book of Reports) 27 5</p> <p>14 VII. New Business</p> <p>15 A. Proposed Budget Fiscal Year 2022 28 8</p> <p>16 B. Membership Applications</p> <p>17 1. U.S. Armed Forces Sports Council 29 11</p> <p>18 VIII. Bylaw Amendments</p> <p>19 A. Bylaw 109 (USASA)</p> <p>20 B. Bylaw 321 (USSF Adult Council Commissioners, California North Adult Soccer Association, Idaho State Soccer Association, Indiana Soccer Association, Massachusetts Adult State Soccer Association and Washington State Adult Soccer Association)</p> <p>21 C. Bylaw 412 (Indiana Soccer Association, Inc.) 31 25</p> <p>22 D. Bylaw 413 (Indiana Soccer Association, Inc.) 33 11</p> <p>23 E. Bylaw 803 (New Jersey Youth Soccer, Illinois Youth Soccer, Eastern Pennsylvania Youth Soccer, North Texas Soccer Association)</p> <p>24 F. Bylaws 109, 302, 412 and 431 (Cindy Cone, Chris Ahrens, Carlos Bocanegra, Lisa Carnoy, Mike Cullina, Don Garber, Patti Hart, Lori Lindsey, Steve Malik, Tim Turney and Juan Uro)</p>	4
3	<p>1 G. Bylaw 302 (WVSA)</p> <p>2 H. New Bylaw 315 (ANFEEU)</p> <p>3 I. Bylaws 412 and 413 (Mike Cullina)</p> <p>4 J. Bylaw 413 (Nominating and Governance Committee)</p> <p>5 K. Bylaw 431 (Nominating and Governance Committee) 34 13</p> <p>6 IX. Affirmation of Federation Policies Adopted since 2020 AGM</p> <p>7 A. Amendment to Policy 102(4)-1 40 20</p> <p>8 B. Repeal of Policy 604-1</p> <p>9 X. Discussion of Membership Fees In Policy 214-2</p> <p>10 XI. Election of Independent Director 65 21</p> <p>11 XII. Election of President 68 12</p> <p>12 XIII. Election of Vice President 69 12</p> <p>13 XIV. Adjournment 84 25</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	5

1 PRESIDENT PARLOW CONE: Good morning

2 or afternoon depending on where you're joining us

3 from today. Welcome to the Annual General

4 Meeting. As President of U.S. Soccer, I hereby

5 call our AGM to order.

6 A few of us are here in Chicago

7 and while we would prefer that all of us would be

8 together in one place like usual, the most

9 important thing at this time is that all of us are

10 staying healthy and safe. So as we have so many

11 times in the past year, we will adapt and conduct

12 our first virtual National Council Meeting.

13 While it's only over a screen,

14 it's still great to see all of you, friends and

15 colleagues who are working incredibly hard to grow

16 soccer across the U.S. It was great to see many

17 of you at your council meetings. We all share a

18 love of the game and it's great to have this

19 chance to come together and discuss ways to

20 continue to develop, continue to improve and

21 achieve all of our future goals.

22 Before we get started, I first

23 want to thank everyone here at the Lowes Hotel in

24 Chicago for helping us setup our production here

25 and to Lumi Global who is helping us facilitate

1 today's AGM via Zoom. Their assistance has been

2 incredibly helpful to ensure our meeting today

3 goes as smoothly as possible.

4 The entire National Council

5 Meeting is being live streamed and we are also

6 recording the meeting for our records. Lastly,

7 due to the meeting being virtual this year, we're

8 having For the Good of the Game being done through

9 the chat function that has already been outlined

10 for you.

11 We have a lot on the agenda, but

12 before we get going I would like to have a moment

13 of silence for those in our U.S. Soccer family

14 that we sadly lost during the past year. While

15 they may have passed, we will never forget them

16 and their contributions to the sport.

17 Please join me in a moment of

18 silence as we remember and honor the friends and

19 members of our soccer family who left us this past

20 year.

21 (Whereupon, a Moment of Silence

22 took place.)

23 PRESIDENT PARLOW CONE: Thank you.

24 At this point, I want to invite Bob Kepner, Chair

25 of our Credentials Committee, to come up and

<p style="text-align: right;">6</p> <p>1 conduct the roll call and provide the Credential 2 Committee Report for the meeting. 3 MR. KEPNER: Thank you, Cindy. 4 Folks, before I give the report, I wanted to say 5 thank you to the four members, chief members, of 6 the staff that made it easy for the members of the 7 committee to function. Those are Greg Fike, 8 Shreeraj Shah, Leah Holt and Helen Syreggelas. 9 The committee members are Siri 10 Mullinix, Kathy Zolad, Dimitrios Efstathiou and 11 Tony Falcone. All of those four committee members 12 and the staff worked hard this week to pull 13 together the framework that we would use for 14 voting. 15 Now, there are a couple of 16 things I want to mention and the rationale behind 17 what we do. It is U.S. Bylaw 302 Composition and 18 Voting that lays out the standards that we must 19 follow in preparation for the voting. 20 Sections 1, 2 and 3 define, 21 first of all, who can qualify as a voting delegate 22 to the National Council and since we are all here 23 representing state associations or soccer 24 organizations from a variety we remember that 25 we're divided into groups/councils and the rule</p>	<p style="text-align: right;">8</p> <p>1 commissioners, but you see the Adult Council is 2 184. So we have to get that strength up to 290 3 and the way we do it is calculate what multiplier 4 we need. We multiply 184 to figure out to equal 5 290 and we go on to the next slide now. 6 Pro Council same standard. We 7 see the number of delegates from MLS and WSL, USL 8 and National Independent Soccer Association and 9 North American Soccer League and so 18. We still 10 have to apply that multiplier to that number to 11 raise the voting strength of the Pro Council to 12 the same level as Adult Council and Youth Council. 13 Okay. Thank you. Next slide. 14 We have Athlete Council as well 15 and I want to commend the athletes for 16 participating so fully at this National Council 17 Meeting. We would have never come to that. It is 18 good to see there is continued interest. So, 16. 19 We have to determine a multiplier to that one as 20 well. Next screen. 21 Now, the Board of Directors, 22 Life Members and Past Presidents all have the 23 right to vote. These are called, collectively, 24 Other Delegates. We apply to each of them -- 25 received the same multiplier standard of 1 as the</p>
<p style="text-align: right;">7</p> <p>1 that is in Bylaw 302 says that we must provide 2 equal strength among the Youth, Adult and 3 Professional Councils. So we'll use a multiplier. 4 Now, we have raw data and that is starting to show 5 right there, raw data Youth Council. 6 In order for multipliers to be 7 used, the first step we have to take is determine 8 which of the councils will be the largest. It's 9 obvious to you just as it is to us that the Youth 10 Council is the largest and it has been for many 11 years. 12 So we start with the Youth 13 Council and you can see 290 delegates. That's not 14 necessarily 290 Youth Council delegates sitting 15 there in a room somewhere. Instead, it's all 16 virtual, but the numbers associated with the 17 individual state organizations can, in some cases, 18 reflect the fact that human beings are associated 19 with those. Sometimes, however, the rules do 20 allow a single member of that member organization 21 to -- to handle the voting for its entire group. 22 So we start with Youth Council 23 and we can move on to the next. Now, we're at the 24 Adult Council. You can see the individual state 25 organizations and the affiliates and</p>	<p style="text-align: right;">9</p> <p>1 members of the Youth Council. So on to the next 2 screen, please. We have Other Affiliates. Each 3 of them receives a single vote. Okay. Next 4 screen, please. 5 Now, I mentioned multipliers. 6 So we have what I told you Youth Council 290 7 delegates, so to speak; Adult Council 184; Pro 8 Council 18; Athletes 16; Others 20; Life Members 9 12; BOD 14; Past Presidents 4. Now, we have to 10 have the three councils, Youth, Adult and Pro have 11 equal weighting when you -- you can see the 12 multipliers used over on the right. 13 Youth Council has the largest. 14 It does not need to increase in size, but for our 15 voting purposes we must multiply the 290 by 1 and 16 we get 290 there. With the Adult Council, we had 17 184 as you can see on the far left and we 18 mathematically determine what the number is that 19 we have to multiply the 184 by to yield 290. You 20 can see the Adult Council weighted multiplier is 21 1.576. 1.576 times 184 equals 290. 22 The Pro Council same principle. 23 Pro Council has 18 people. 16.111 times the 18 24 equals 290. We add the voting strength of the 25 Youth, Adult, Pro, Athlete and the Other Members</p>

<p style="text-align: right;">10</p> <p>1 they add up to 1,150 with 558 are closely 2 associated with the number of actual people -- not 3 absolutely, but close. So that's what we have 4 to -- so now we have to calculate the weighting 5 for the Athlete Council and we first add the 290 6 plus the other members 920 and left to determine 7 the Athlete Council weighting. 8 There's two ways to do it, but 9 the -- sorry. My phone went off. So Athlete 10 Council 14.375 times 16 you can see it's 230. 11 Now, the rules don't establish that they have to 12 have the same numbers as the Pro, Adult and Youth, 13 but that 230 you can see 1,150 -- rather 230 14 divided by 1,150 is 20 percent. So that's the 15 requirement is that the Athletes in terms of their 16 voting strength they hold 20 percent of the voting 17 strength and the Other Members 1. 18 So the two numbers on the bottom 19 right simple majority 576 that is a factor only if 20 everybody votes. So obviously it's simple 21 majority. If you -- you determine the simple 22 majority based on the number of actual votes 23 whether to receive, likewise, two-thirds majority. 24 Next screen, please. 25 Now, we all know our event was</p>	<p style="text-align: right;">12</p> <p>1 Athletes, but all the rest it does. So that's 2 another mathematical factor that we have to take 3 into consideration. Another slide. Okay. So now 4 I've provided you with data. Thanks again to the 5 committee and staff for putting it together so 6 well in terms of gathering it. 7 I'm going to ask for a motion to 8 accept the Credentials Report. Cindy -- well, 9 hearing none, I will go ahead. Okay. Please go 10 ahead and vote for the test question. You saw 11 that. So that concludes my report. 12 PRESIDENT PARLOW CONE: Thank you, 13 Bob, and thank you to the entire Credentials 14 Committee for your great work. Everyone should 15 have received the transcript from our National 16 Council Meeting last year in Nashville. Do I hear 17 a motion to accept the minutes as written? Is 18 there a second? Are there any objections? 19 Hearing no objections, the minutes are approved. 20 I would like to acknowledge a 21 couple of groups. First, our distinguished Life 22 Members who continue to give so much to soccer and 23 our country, thank you. And to our players that 24 have represented our National Teams, thank you for 25 representing our country so well both on and off</p>
<p style="text-align: right;">11</p> <p>1 originally supposed to be held in Atlanta and it 2 was moved to Chicago. Now, Georgia -- special 3 people in Georgia said "Golly, this isn't fair. 4 You need to fight it out, so to speak." So if we 5 go to the next screen, we have created a shootout 6 between the State Amphibian of Georgia and the 7 State Amphibian of Illinois. You can see what 8 they are, the green tree frog and eastern tiger 9 salamander. 10 So now as a practice I'd like 11 you to vote electronically to see which of the two 12 would win the shootout. Please do that now. 13 Do we have the results now? 14 Okay. We can move onto the next slide. Okay. We 15 did not get any results on that vote. So, 16 remember, the voting process at least 20 percent 17 of the voters eligible must be Athletes, also the 18 Adult, Pro and Youth Councils all have to have 19 equal voting strength and another factor that we 20 have to consider when we're preparing the 21 multipliers in the overall picture of the voting 22 and that is that no individual delegate 23 organization member can hold more than 2 percent 24 of the total weighted vote. 25 Now, that does not apply to</p>	<p style="text-align: right;">13</p> <p>1 the field and, third, to the Past Presidents that 2 are here I don't think I ever fully appreciated 3 all that you have done until I sat in the seat 4 myself. So thank you so much for all you have 5 done for U.S. Soccer and our country as well. 6 All right. Let's get started. 7 Everyone should have received the Book of Reports 8 with the committee and council reports. Thank you 9 to all the committee members on all the committees 10 as I know you all put in a lot of time and energy 11 into these committees. 12 As you all know, I requested 13 that the bylaw amendments which relate to the 14 changes in the USOPC bylaws or that effect 15 National Council structure be withdrawn. As of 16 this morning, they have been withdrawn. So I 17 thank you for that. I am hopeful that this will 18 provide more time to have a robust conversation 19 with all the stakeholders so that we can come into 20 compliance with the USOPC bylaws by the end of the 21 year. 22 To do this, we will hold an 23 extraordinary National Council Meeting in 24 September which will hopefully be in person. And 25 now I'd like to take a few moments to share some</p>

<p style="text-align: right;">14</p> <p>1 personal thoughts about the past year and the 2 future ahead. 3 Welcome to everyone and thank 4 you for joining us today. It's been said so many 5 times this past year that the COVID-19 pandemic 6 truly had an impact on our daily lives unlike 7 anything we have ever experienced. 8 At U.S. Soccer, we have taken 9 this opportunity to take a fresh look at things. 10 We are a new U.S. Soccer. We are making 11 significant changes to personnel as well as having 12 a new approach to challenges and opportunities. 13 We have a new President, we have a new CEO, we 14 have new leadership throughout our organization 15 with new ideas. We are listening and empowering 16 our staff. We are finding new ways forward to 17 work with our players, partners and stakeholders. 18 Now that I'm almost a year into 19 my presidency, and after spending much of that 20 time listening, listening to staff, listening to 21 members, listening to players and many others, it 22 has become very clear that for us to reach our 23 full potential, we have to implement change. 24 Sport has demonstrated time and again that it has 25 a diversity, equity and inclusion problem. I am</p>	<p style="text-align: right;">16</p> <p>1 because these differences are what make us great. 2 It is time for us all to be better teammates by 3 listening and deepening our understanding of 4 others. We have not ensured that every kid that 5 wants to play soccer has not only the opportunity, 6 but a real chance at competing and succeeding. 7 I am the person and the leader I 8 am today because I was lucky enough to have the 9 means and the opportunity to play soccer. We all 10 know that soccer enriches kids' lives and helps 11 them learn many life lessons. So when kids don't 12 see a place for themselves in our sport, we all 13 lose. 14 So we are implementing a 15 fundamentally different bold strategy that puts 16 improving diversity, equity and inclusion at the 17 center of everything we do. Before we can model 18 the way for soccer in the U.S., our first priority 19 is to get our own house in order. 20 Our vision is simple, but 21 ambitious. Through our words, our actions and the 22 culture we foster every moment of every day, U.S. 23 Soccer will model the way for soccer in the U.S. 24 to become more diverse, equitable and inclusive, 25 increasing U.S. Soccer's impact around the globe</p>
<p style="text-align: right;">15</p> <p>1 embarrassed that I never had conversations with my 2 black and brown teammates about race and never 3 really understood the struggles that they endured 4 on a daily basis. Thus, I was never able to help 5 them. 6 It is 20 years later and I want 7 to be a better teammate. So I've started to have 8 these conversations. In one of these 9 conversations, my former teammate told me "On the 10 field, no one cared what the color of my skin was 11 as long as I could play and help us win. I was 12 afraid that would change if I shared the racial 13 challenges I faced off the field. I didn't want 14 to be seen as different." 15 I think about the weight of this 16 on my black and brown teammates and how heavy it 17 must have felt to them on and off the field. I 18 wonder how much better could they have been, how 19 much better could our team have been without that 20 weight or if they had allies on the team to help 21 them carry that weight. I think about other 22 differences besides race that people felt that 23 they could not talk about. 24 It is time to open these 25 conversations and celebrate these differences</p>	<p style="text-align: right;">17</p> <p>1 while reflecting the people and ideals of the U.S. 2 This transformation has already 3 begun at Soccer House such as revamping our hiring 4 practices and putting together allyship and 5 mentorship programs and much more. We must all 6 work together to be aligned to make our sport more 7 diverse and more inclusive. Think about how much 8 better all of our teams would be if each of us 9 here today took action to become a better 10 teammate. I challenge each of you to do just 11 that. What can you do to be a better teammate? 12 Please watch this DEI video. 13 (Whereupon, a video was played.) 14 PRESIDENT PARLOW CONE: As you can 15 see, U.S. Soccer proudly supports our players, 16 staff and fans in all efforts to fight for social 17 justice. We've only just started and we have a 18 long way to go, but DEI is one of U.S. Soccer's 19 principles and will be a guiding aspect in 20 everything we do moving forward. Along with a 21 renewed commitment to DEI, U.S. Soccer continues 22 to be focused on eliminating barriers and increase 23 opportunities for players, coaches and referees. 24 We are engaging on a nationwide 25 study on why minorities are not choosing soccer</p>

<p style="text-align: right;">18</p> <p>1 and what can we as a soccer community do to remove 2 the barriers. We have also pivoted our Innovate 3 to Grow fund to provide financial assistance 4 directly to members. We extended 67,000 referee 5 licenses at no cost. We reduced coaching 6 licensing courses fees. We also took a serious 7 step to tackle another challenge, one that is near 8 and dear to my heart, the lack of women in 9 coaching by launching the Jill Ellis Scholarship 10 and SheChampions Mentorship Program. 11 This fantastic program will help 12 us achieve our goal of doubling the number of 13 elite professional female coaches by 2024. We 14 have been excited to see all our professional 15 leagues return to play and that set the stage for 16 our National Teams to also return safely. 17 We're extremely excited for our 18 Women's National Team as they aim to be the first 19 country to win the Olympics while also being the 20 reigning World Cup champion when they compete in 21 Tokyo this summer. 22 Our U-23 Men's Team will look to 23 join the Women in Tokyo when they take part in 24 qualifying next month. And our full Men's 25 National Team has one of the busiest years on</p>	<p style="text-align: right;">20</p> <p>1 passion and overall commitment to our sport is 2 truly unbelievable. I really do feel incredibly 3 fortunate and honored to serve as President. Your 4 contributions in every way allow us to grow this 5 game. So thank you from the bottom of my heart 6 for all that you continue to do. 7 Now, I'd like to turn it over to 8 Will Wilson, our CEO and Secretary General. 9 MR. WILSON: Thank you, Cindy, and 10 thanks to all our members for joining us virtually 11 today. 12 As you all know, this is my 13 first AGM since taking over as CEO a little less 14 than a year ago and at the beginning of the 15 pandemic. The impact of COVID has been hard on 16 all of us in every part of our lives and for me 17 one of those challenges has been few, if any, 18 opportunities to meet all of you in person. I 19 certainly hope that changes over the coming year. 20 I've said this before, but I 21 want to express to you all how honored I am to be 22 in this role and have the opportunity to lead the 23 Federation as its CEO and General Secretary. I 24 have long admired the Federation from afar and 25 both accept and do not take lightly the</p>
<p style="text-align: right;">19</p> <p>1 record with a shot at two trophies when they 2 compete in Nations League and then the Gold Cup 3 all before starting their 2022 World Cup 4 qualifying journey in September. 5 Our Youth and Extended National 6 Teams have had limited programming and canceled 7 events due to the pandemic, but we're also looking 8 forward to all of those teams coming back as soon 9 as possible. As we all return to play, we also 10 hope U.S. Soccer's comprehensive educational 11 campaign Play On is providing you guidance on how 12 to safely navigate the restart of activities with 13 proper health and safety protocols. I know at the 14 grassroots level there are varying degrees of 15 activity. We all hope that we will all be back 16 out on the field very soon. 17 Along with our new CEO Will 18 Wilson, I'm confident we will improve, mature and 19 develop in all areas at U.S. Soccer both on and 20 off the field. With hosting the 2026 World Cup on 21 the horizon, this is an incredibly exciting time 22 for all of us connected to the game. I continue 23 to be impressed by the people involved in this 24 sport every single day. 25 Your creativity, hard work,</p>	<p style="text-align: right;">21</p> <p>1 responsibility I share with you all and the 2 stewardship of our great game and this country. 3 The beauty of soccer is that it 4 is the global sport. All cultures and countries 5 are represented. And for an American kid like 6 myself who spent much of his formative years 7 living outside the states in London and Mexico 8 City and later many of my adult years working in 9 Germany, Scotland and a return to Mexico City I 10 now realize how the experience of being a 11 third-culture kid and adult has had a tangible 12 impact on how I view the world as well as a 13 heightened acceptance of different cultures and 14 perspectives. 15 For those of you who are not 16 familiar with the term third-culture kid it 17 relates to a person who has spent much of their 18 developmental years outside their parents' 19 culture. Often that person has the ability to 20 build relationships with all cultures while not 21 having full ownership of any particular one 22 culture. 23 For me, I frequently found 24 myself trying to find ways to connect back to the 25 states, but never really feeling American and when</p>

<p style="text-align: right;">22</p> <p>1 we did live in the states playing sports became 2 the way for me to do that and to become an 3 American kid. Ultimately, it became my passion 4 and profession. 5 In many ways, working for the 6 Federation ties my past, present and future 7 together, my international experiences and love of 8 sport, the effort of working to make the global 9 game America's game and the opportunity to 10 showcase the best of our country on a global 11 scale. All this makes me feel American in a way 12 that is authentic to me. 13 As the CEO for the past 11 14 months, I have been focused on a number of 15 different areas. In addition to managing through 16 the impact of COVID and having to make very 17 difficult staffing and programming decisions, we 18 have focused much of our intention internally and 19 on our organization and its structure and 20 stability. Right from the start I have been 21 incredibly impressed with the staff at U.S. 22 Soccer. 23 Their tiredless work ethic and 24 passion come across instantly and with the 25 addition of our new Chief Legal Officer Karen</p>	<p style="text-align: right;">24</p> <p>1 fans will truly return to stadiums and there is 2 continued uncertainty of when our broader soccer 3 ecosystem will be back on the fields in full 4 force. 5 Having said that, a number of 6 recent factors provide us with confidence that 7 when our fiscal year concludes at the end of March 8 we will end up in a much better financial position 9 than our August forecast for Fiscal '21 included 10 in the Book of Reports. 11 As we have all learned, the 12 effects of COVID on our business are constantly 13 changing and projections are subject to that 14 constant change as well. While we navigate the 15 choppy waters of today in our immediate future, 16 we've also focused our attention on our long-term 17 goals to help us support our mission of making 18 soccer the preeminent sport in the United States. 19 Over the summer months, senior 20 leadership and myself, along with several Board 21 members, developed ten-year goals to put an 22 aspirational stake in the ground on where we would 23 like to be by the year 2030. We presented these 24 goals to our Board in September and have 25 articulated them to membership over the course of</p>
<p style="text-align: right;">23</p> <p>1 Leetzow and Chief Commercial Officer David Wright 2 we are positioned well for the continued evolution 3 of our organizational structure. 4 Cindy has already highlighted 5 our evolving DEI focus and its importance for our 6 future growth, but we have also made headway in 7 other key areas. In addition to implementing goal 8 setting and performance management, we also went 9 through an intentional effort to develop and 10 articulate our principles and values. Instead of 11 me talking about it, please watch this video 12 explaining the staff-led process. 13 (Whereupon, a video was played.) 14 MR. WILSON: Our principles and 15 values are even more important during difficult 16 times, which all of us have faced in this past 17 year. Like every organization, COVID adversely 18 affected our financial health as many of U.S. 19 Soccer's key revenue streams were disrupted in our 20 Fiscal '21. To help mitigate, we cut back on our 21 expenses and will continue to be prudent as we 22 move forward. 23 Our Fiscal '22 budget is 24 reflective of the headwinds we will face with 25 increased programming when we are not sure of when</p>	<p style="text-align: right;">25</p> <p>1 this last week, including in our One Nation One 2 Team 2020 and beyond presentation on Thursday 3 night. 4 These goals help provide us with 5 short and long-term direction and will act as the 6 underpinning of our future annual strategic 7 planning and budgeting process. They also inform 8 our short and long-term platform and program 9 priorities as well as align our staff around 10 universal and measurable targets. 11 They are focused into three 12 distinct priority areas; performance, 13 participation and fandom. When we think of our 14 organization, we include Mens, Womens and Extended 15 National Teams, our Youth National Teams, high 16 performance and talent ID and the performance 17 vertical. 18 We include youth and adult 19 participation, licensed coaches and registered 20 referees in our participation vertical goal and we 21 include brand development, content and social 22 media, event execution, infrastructure, Insiders 23 in technology and data and our fandom vertical and 24 all within the context of a broad diversity, 25 equity and inclusion push because we understand</p>

26

1 that we will not be able to achieve these goals
 2 without embracing DEI.
 3 We know that these are
 4 ambitious, but as articulated in our principles
 5 and values we wanted to aim high and we are
 6 hopeful that working with you all we can achieve
 7 them and push the popularity of our sport to new
 8 heights.
 9 Lastly, I want to give my
 10 heartfelt thanks to all of you who have stuck with
 11 the game through the ups, downs, starts and stops
 12 of a year unlike any other. During these
 13 challenging times, it's more apparent than ever
 14 that working closely with you all is a key
 15 component of our core mission and future success.
 16 As our world hopefully starts to
 17 slowly open back up, I look forward to finding
 18 ways to connect with you all in person. As we
 19 move forward, please know that all of us at the
 20 Federation are dedicated to a collaborative
 21 approach that ensures that we can all be
 22 successful and continue to grow the sport we love.
 23 Thank you for the opportunity to
 24 address you all and I look forward to today's
 25 National Council Meeting.

27

1 (Whereupon, a video was played.)
 2 PRESIDENT PARLOW CONE: Now, I'd
 3 like to turn it over to Pinky Raina, our CFO and
 4 CHRO to go over the budget.
 5 MS. RAINA: Thank you, Cindy.
 6 Before starting, I would like to recognize Greg
 7 Fike to address a few points raised in the chat.
 8 Greg Fike?
 9 MR. FIKE: Hello. I just wanted to
 10 address a few points that were raised in the chat
 11 earlier. Both the minutes and the Credentials
 12 Committee Report were accepted by general consent.
 13 There was another question in the chat about how
 14 many people are actually logged on.
 15 We have 279 people logged on and
 16 more people are logging in every minute, just
 17 slightly over 300 people registered. So I did
 18 want to make sure we addressed those points early
 19 on. I do want to turn it back over to Ms. Raina
 20 to continue with the budget presentation. Thank
 21 you.
 22 MS. RAINA: Thank you, Greg. Good
 23 afternoon, everyone. Thank you for your time this
 24 afternoon. Included in the Book of Reports is the
 25 proposed budget for FY '22. As the Chief

28

1 Financial Officer of U.S. Soccer, I want to first
 2 thank the Budget and Finance Committee Chair
 3 Richard Moeller and the committee members Lisa
 4 Carnoy, Chris Ahrens, Tim Turney and Juan Uro for
 5 their oversight on the budget. I also wanted to
 6 thank my finance team for their work on this
 7 process.
 8 Next, I want to provide
 9 background and introduce the FY '22 budget video
 10 presentation. The Federation is in year four of a
 11 five-year operating plan that runs through March
 12 2023. We revised the projections factoring in the
 13 impact of the pandemic. In FY '22, we are
 14 budgeting a deficit of \$40.6 million. This is
 15 lower than our FY '21 projections. Deficits are
 16 planned through 2022 with continued investment in
 17 the game.
 18 In November 2020, the Budget and
 19 Finance Committee reviewed the FY '22 budget and
 20 how it fit within our five-year operating plan.
 21 The Committee recommended approval of the budget
 22 to the Board of Directors and subsequently to the
 23 Board for approval. The Board approved the FY '22
 24 budget.
 25 With that context, I will ask

29

1 you to turn your attention to the FY '22 budget.
 2 (Whereupon, a video was played.)
 3 MS. RAINA: Now, I would like to
 4 call for a motion to approve the FY '22 budget.
 5 Any objections? Voting is now closed. The FY '22
 6 proposed budget is now passed. U.S. Soccer's
 7 General Counsel Greg Fike will be presiding over
 8 the membership approvals process.
 9 Greg, please come up to the
 10 podium.
 11 MR. FIKE: Thank you, Pinky. We'll
 12 next go on to membership applications of which
 13 there is one membership change. It's included in
 14 your Book of Reports. It has been previously
 15 approved by the Board. The application is from
 16 the Armed Forces Sports Council to change from
 17 Associate Member to National Affiliate.
 18 Membership applications require
 19 approval of the majority of the National Council.
 20 Unless there is an objection, we will handle the
 21 membership applications by the general consent
 22 process. So the Armed Forces Sports Council was
 23 approved by the Board to switch from Associate to
 24 National Affiliate last year.
 25 Unless there is an objection,

30

1 Armed Forces Sports Council's membership change to
 2 National Affiliate will be approved by general
 3 consent. If there is an objection, please right
 4 point.
 5 Hearing no objections,
 6 congratulations -- I'm sorry. I recognize Janet
 7 Campbell from North Texas. Please raise your hand
 8 in the Zoom function to be unmuted and state your
 9 point.
 10 Sorry. I see that Janet
 11 Campbell has withdrawn her point from this motion.
 12 Congratulations to the Armed Forces Sports Council
 13 on being a National Affiliate of U.S. Soccer.
 14 Thank you.
 15 The next item on your agenda are
 16 bylaw amendments. I'll recognize Ms. Campbell now
 17 for a point here. Please state your point.
 18 MS. CAMPBELL: Yes, can I be heard?
 19 MR. FIKE: Yes, we can hear you.
 20 MS. CAMPBELL: Okay. So I would
 21 like to make a motion to refer all remaining
 22 proposed bylaw amendments Items H through K to
 23 special committee.
 24 MR. FIKE: A motion to -- two
 25 things. Sorry. Say that one more time, Janet.

31

1 Can you restate your motion?
 2 MS. CAMPBELL: So I would like to
 3 make a motion to refer all remaining proposed
 4 bylaw amendments Items H through K to special
 5 committee.
 6 MR. FIKE: Okay. So a motion to
 7 refer all the -- all of those combined bylaw
 8 proposals is out of order because the bylaw
 9 proposal is unrelated.
 10 MS. CAMPBELL: Okay. If you would
 11 let my motion carry into section -- to the next
 12 section, please.
 13 MR. FIKE: You'll have an
 14 opportunity to raise that. Thank you.
 15 So the -- just so -- the Chair
 16 has been informed that bylaw proposals A through H
 17 just to make sure it's clear there was an e-mail
 18 sent out earlier today to the National Council
 19 members that bylaw proposals A through H have been
 20 withdrawn by the proposers and will be considered
 21 by the National Council after U.S. Soccer gathers
 22 additional information from stakeholders. So
 23 thank you to the proposers for letting us know in
 24 advance of the meeting.
 25 So the next item on the agenda

32

1 is the proposal from Mr. Galena Bylaw 412. It is
 2 in Section 8 of your Book of Reports Item I. The
 3 Chair has been informed that Mike Galena would
 4 like to be recognized for consideration of the
 5 proposal.
 6 Mr. Galena, can you raise your
 7 hand in the Zoom call and you will be unmuted.
 8 Thank you.
 9 MR. GALENA: Thanks, Greg. Am I
 10 good?
 11 MR. FIKE: We can hear you, Mike.
 12 MR. GALENA: Thank you. So a year
 13 ago before the group was a promise to bring forth
 14 a bylaw we can all support to allow all of our
 15 members to vote for representation. The At-Large
 16 group is an impressive group of diverse
 17 organizations that grow and support the sport and
 18 more importantly the people that play this
 19 wonderful game. We have always worked toward
 20 consensus in decisions and conversations and this
 21 process was a perfect example.
 22 I'm proud of the work we've done
 23 collectively. With that said, the divisiveness
 24 within the Federation and member organizations has
 25 grown over these past few months and we as a

33

1 collective group prefer to contribute to a more
 2 productive conversation that recognizes the
 3 tremendous contributions of every member.
 4 As such, and with broad support
 5 from the member organizations, I'm very fortunate
 6 to represent that I'm withdrawing this bylaw for
 7 consideration during this AGM.
 8 MR. FIKE: Thank you, Mike. So this
 9 bylaw amendment Bylaw 412 and 413 will be
 10 withdrawn. Thank you.
 11 The next amendment is Bylaw 413
 12 proposed by the Nominating Governance Committee.
 13 It is included in your Book of Reports in Bylaw
 14 Section 8, Subsection J. The proposal is to
 15 reduce the immediate past President as a
 16 non-voting Board member from six years to one
 17 year.
 18 The proposed amendment has been
 19 reviewed by the Board which recommends the
 20 adoption of the proposed amendment. The Rules
 21 Committee report is printed in the Book of
 22 Reports.
 23 The Chair would like to
 24 recognize Cindy Cone on this bylaw amendment.
 25 PRESIDENT PARLOW CONE: To follow

34

1 along and in support of all the other bylaws, I
 2 move to refer this as well to the Board and to
 3 report back at the next National Council Meeting.
 4 MR. FIKE: Motion to refer it back
 5 to the Board is on the table and will be
 6 considered. Unless there is any objection, please
 7 state an objection by right point now so I can
 8 tell if there is an objection to this bylaw
 9 proposal being referred back to the Board.
 10 Seeing no objection to the
 11 referral, the motion passes by general consent.
 12 Thank you.
 13 The next item for consideration
 14 is the amendment to Bylaw 431 proposed by the
 15 Nominating Governance Committee. It is included
 16 in your Book of Reports Bylaw Section 8,
 17 Subsection K. The proposal is to vest
 18 responsibility for review of conflict of interest
 19 statements and conflict of interest policies with
 20 the Risk, Audit and Compliance Committee. The
 21 pros for the amendment has been reviewed by the
 22 Board which recommends the adoption of the
 23 proposed amendment, the Rules Committee report as
 24 printed in the Book of Reports as well.
 25 The question is on the adoption

35

1 of the proposed amendment to Bylaw 431 as found in
 2 the Book of Reports in the bylaws section. I'm
 3 recognizing Dave Guthrie from Indiana has a point.
 4 Please raise your hand so you can be unmuted.
 5 Thank you.
 6 MR. GUTHRIE: Thank you, Greg. My
 7 point is that we have several that have tried to
 8 make a point under new business and we're not able
 9 to be recognized. So I would ask that you go back
 10 and recognize those, especially just for fairness
 11 since we're in a digital environment that we need
 12 to make sure that on -- on point that we need to
 13 make sure we're fair. So I would appreciate that
 14 you would acknowledge Tom Moore from Cal North.
 15 MR. FIKE: Okay. I was going to do
 16 that after we finish with the bylaw amendments if
 17 the Parliamentarian says that's okay.
 18 THE PARLIAMENTARIAN: If it doesn't
 19 relate to the bylaw amendments, that will be fine.
 20 MR. FIKE: Thank you. Mr. Moore, I
 21 assume if you can write in, I assume that the
 22 point does not apply to this particular bylaw
 23 amendment. Okay. I will recognize you after this
 24 bylaw amendment is considered.
 25 MR. GUTHRIE: Yes, I hope so.

36

1 MR. FIKE: Thank you, Dave. So the
 2 question -- is there any further discussion on the
 3 bylaw amendment? All right.
 4 Hearing none, the question is
 5 adoption of the proposed amendment to Bylaw 431 as
 6 found in your Book of Reports and as recommended
 7 by the Board. This motion does require a
 8 two-thirds vote for adoption and the vote will be
 9 taken electrically.
 10 Are you ready for the question?
 11 Mr. Kepner, please proceed with the vote.
 12 MR. KEPNER: Begin voting now.
 13 MR. FIKE: The vote is 70.19 percent
 14 of the weighted vote in favor and 29.81 percent
 15 opposed. Therefore, there are two-thirds in the
 16 affirmative and the motion is adopted. Bylaw
 17 4- -- excuse me. Bylaw 431 is amended as
 18 proposed. Thank you.
 19 Can we bring the points back up,
 20 please, on my screen? Thank you. I'd like to
 21 recognize Tom Moore from California North had a
 22 point.
 23 Please raise your hand to be
 24 unmuted and you can speak.
 25 MR. MOORE: Can you hear me okay?

37

1 MR. FIKE: Yes, I can, Tom. How are
 2 you?
 3 MR. MOORE: Very good. Thank you,
 4 Mr. Fike. So I have placed in the chat the text
 5 of the motion which you should be receiving now.
 6 It's a little bit lengthy. So I hope you'll be
 7 able to place it on the screen, but I'll go ahead
 8 and read out the motion. If it receives a second,
 9 I would like a moment or two just to talk about
 10 its intent to make sure we're clear and if there
 11 are any potential questions to answer any
 12 questions about it.
 13 So here's the motion. I move to
 14 establish a special committee consisting of not
 15 more than six representatives selected by each of
 16 the Athletes Council, the Pro Council, the Adult
 17 Council, the Youth Council, the National Board of
 18 Directors and six representatives of the so-called
 19 At-Large group not otherwise represented for the
 20 purpose of, but not limited to, developing
 21 consensus on amendments to U.S. Soccer's bylaws
 22 and policies that align U.S. Soccer's bylaws and
 23 policies with the recently amended Ted Stevens
 24 Olympic and Amateur Sports Act to be considered
 25 for adoption by the National Council at the 2022

<p style="text-align: right;">38</p> <p>1 Annual General Meeting of the United States Soccer 2 Federation. 3 This special council will be 4 chaired by a representative of the council that 5 represents the largest number of registered 6 players registered with USSF in 2019 and will 7 begin meeting not later than July 10, 2021, and 8 conclude its work not later than September 30, 9 2021. The chairperson will determine the form and 10 format of the special committee meeting. 11 That is the text of the motion. 12 If you tell me it gets a second, I would like a 13 moment or two to speak about the intent and 14 clarify anything that might be unclear. 15 MR. FIKE: So since this item was 16 not on the agenda, it requires a two-thirds vote 17 for -- even to consider this proposal. So -- 18 pursuant to our bylaws. So that motion is not a 19 debatable motion. 20 So what we need to do is set up 21 to call for the question of whether we're going to 22 consider that. So in favor of consideration of 23 the amendment needs a two-thirds majority in order 24 to -- to be considered at this meeting. 25 MR. MOORE: Would you like any</p>	<p style="text-align: right;">40</p> <p>1 only in case of something urgent, which this might 2 qualify as, but the precedent of the body has been 3 that anything that would be new business requires 4 a two-thirds vote taken without debate. That is 5 the precedent that we have used in this body to 6 interpret the bylaws. Thank you. 7 MR. FIKE: Mr. Kepner, are you ready 8 for the vote? 9 MR. KEPNER: Please vote now. I 10 will count down, 10, 9, 8 -- 11 MR. FIKE: The vote is now closed. 12 In favor of the vote or in order to place this 13 item on the agenda is 51.34 percent, opposed is 14 48.66 percent. Therefore, the motion did not 15 reach the required two-thirds vote. So this item 16 will not be considered at this time. I would 17 point out that, Mr. Moore, you should feel free to 18 bring this proposal to the Board of Directors as 19 they can consider it at any time. Thank you. 20 On to the policy changes in our 21 bylaws. So the next business is affirmation of 22 policies modified by the Board of Directors in the 23 past year found in Section 9 of the Book of 24 Reports. We will now consider the Board's 25 amendment to Policy 102(4)-1. It can be found in</p>
<p style="text-align: right;">39</p> <p>1 clarification on intent? 2 MR. FIKE: Not at this point. So we 3 really do need to go to a vote. So before the 4 vote, Dave Guthrie from Indiana Soccer Association 5 has a potential point of order, which is the only 6 thing that could be considered since this is a 7 non-debatable motion. So please raise your hand, 8 Dave, and you'll be recognized. 9 MR. GUTHRIE: I would like to 10 challenge the decision and that is it takes a 11 two-thirds vote and that there is some -- I'd like 12 you to cite in Robert's Rules where this is -- 13 should be a two-thirds vote. This should be a 50 14 plus 1 vote, not a two-thirds. 15 MR. FIKE: I am going to ask the 16 Parliamentarian Michael Malamut, who is here with 17 us today, to come up to the podium to address this 18 issue. 19 THE PARLIAMENTARIAN: The member is 20 correct. According to Robert's Rules, it would 21 take a simple majority vote. However, there is a 22 specific bylaw in the rules of -- the bylaws that 23 apply to the National Council Meetings that any 24 item that was not placed on the agenda and 25 submitted in advance requires a two-thirds vote</p>	<p style="text-align: right;">41</p> <p>1 Section 9 - Affirmation of Board Policies of the 2 Book of Reports. 3 The deletions in this policy 4 made by the Board on January 20, 2021, are 5 indicated by the strike-outs in the text in your 6 book. Yesterday, the Board approved one 7 additional change related to this policy amendment 8 which should be up on the screen shortly. 9 There was one sentence struck 10 out at the end so the purpose of this policy 11 amendment was simply to allow professional teams 12 to use their standard professional roster as part 13 of the Open Cup. Is there any discussion? 14 I recognize David Guthrie from 15 Indiana Soccer Association. He has a point. 16 Please raise your hand and you'll be unmuted, 17 Dave. 18 MR. GUTHRIE: Yeah, Mr. Fike, I made 19 the point back on the last item. I would like to 20 challenge again the fact that we don't have an 21 agenda. We didn't approve an agenda. So it's 22 more of a guideline according to Robert's Rules. 23 So based on that, I'd like to 24 ask for the Parliamentarian to weigh in since we 25 don't have a formal agenda and because the motion</p>

42

1 was made it should still be 50 plus 1, not
 2 two-thirds and since it received more than 50 it
 3 should be accepted as approved.
 4 MR. FIKE: I'll ask the
 5 Parliamentarian to come up and address the
 6 question.
 7 THE PARLIAMENTARIAN: As we had said
 8 before, the bylaws are a higher authority and
 9 would overrule Robert's Rules when there is an
 10 explicit disagreement. In this case, we have been
 11 using the shorthand agenda because everybody in
 12 the community knows that to get placed on the
 13 agenda you have to submit a proposal significantly
 14 far in advance, but I'll read the actual bylaw,
 15 which is Bylaw 303, Section 3.
 16 "Any business item other than
 17 approval of Life Member nominations and proposed
 18 amendments to these bylaws to be presented to the
 19 National Council at the Annual General Meeting
 20 shall be submitted to the Secretary General at
 21 least 60 days before the meeting. In urgent cases
 22 upon a two-thirds vote, the National Council may
 23 consider an item not so submitted."
 24 So it's not technically whether
 25 it's on the agenda or off the agenda. It's

43

1 whether the members have had sufficient time to
 2 bring it back to their groups and get the feedback
 3 necessary to truly represent their constituents in
 4 the consideration of the matter and only on a
 5 two-thirds vote is it warranted in an emergency
 6 situation to bring it before the body of us as a
 7 whole.
 8 So thank you very much. The
 9 bylaw will take precedent over Robert's Rules in
 10 this circumstance.
 11 MR. FIKE: Thank you, Michael. So
 12 we are on consideration of the motion to ratify --
 13 sorry -- the ratification of the Policy 102(4)-1
 14 in your Book of Reports.
 15 Is there any discussion on that
 16 policy? Janet -- I recognize Janet Campbell from
 17 North Texas with a point. Please raise your hand
 18 in Zoom to be unmuted. Thank you. I apologize,
 19 Janet. It must have been a previous point.
 20 As there is no further
 21 discussion on this policy proposal, the question
 22 is on the affirmation of the amendments to Policy
 23 102(4)-1 as recently revised by the Board. This
 24 motion requires a majority vote for adoption and
 25 the vote will be taken electronically.

44

1 Are you ready for the question?
 2 Mr. Kepner, please proceed with the vote.
 3 MR. KEPNER: Begin voting now.
 4 Voting will end in 10, 9 -- voting is closed now.
 5 MR. FIKE: The vote is 83.51 percent
 6 of the weighted vote in favor and 16.49 percent
 7 opposed. Therefore, there is a majority in favor
 8 of the Board's amendments to Policy 102(4)-1 and
 9 they are affirmed. Policy 102(4)-1 as amended by
 10 the Board will remain in effect. Thank you.
 11 We will now consider the Board's
 12 rescission of Policy 604-1. The change can be
 13 found in Section 9 - Affirmation of Board Policies
 14 in the Book of Reports.
 15 The Board rescinded the policy
 16 on June 9, 2020. Is there any discussion? The
 17 Chair recognizes James Bulger from Eastern
 18 Pennsylvania who will be speaking against the
 19 rescission.
 20 Please raise your hand in Zoom
 21 and you'll be unmuted.
 22 MR. BULGER: Can you hear me, Greg?
 23 MR. FIKE: Yes, I can.
 24 MR. BULGER: All right. As both of
 25 these policies were obviously enacted to appease

45

1 the Professional and/or Athletes Councils and the
 2 NBA teams largely rolled over, I would like to
 3 speak against this policy in particular as it's
 4 the most abrasive, divisive and insulting of these
 5 two policies.
 6 In particular, unless I got a
 7 package that is different than everybody else, I
 8 don't see any of the normal statement of the
 9 policy and statement of the changes. All I see is
 10 what appears to be a politically correct press
 11 release in my package, unless I'm missing
 12 something. So I think on form only we ought to
 13 vote against this, not even getting into the
 14 substance of it.
 15 MR. FIKE: Thank you. I'd like to
 16 recognize next Rick Kelsey from Arizona Youth
 17 Soccer Organization. He'll be speaking against
 18 the repeal. Please raise your hand in Zoom and
 19 you'll be unmuted. Do we have Mr. Kelsey?
 20 Mr. Kelsey, I'll come back to you. I'm going to
 21 recognize Dave Guthrie who is speaking against the
 22 repeal as well.
 23 MR. GUTHRIE: Thank you, Mr. Fike.
 24 I would speak against the repealing of this
 25 particular policy at this time. It sounds like

46

1 there was a small number of folks in lieu of the
 2 overall size of this council that had the benefit
 3 of the conversation about the pros and cons for
 4 repealing this particular policy.
 5 I think it would be more
 6 respectful to give the entire council the benefit
 7 of those discussions to hear what is positive,
 8 what is negative, rather than just have a few
 9 steer U.S. Soccer in one direction or another. My
 10 comments should not be at all construed as being
 11 opposed to the efforts of DEI and I don't want it
 12 to be construed that way and I'm not suggesting
 13 that I would vote one way or the other, but what
 14 I'm asking is for a robust, fully illuminated
 15 conversation among all the council about a policy
 16 that is so important as this one.
 17 MR. FIKE: Thank you. Mr. Kelsey, I
 18 recognize you again and see if you can't raise
 19 your hand to be unmuted in Zoom.
 20 MR. KELSEY: Can you hear me now?
 21 MR. FIKE: Yes, I can.
 22 MR. KELSEY: Thank you. First and
 23 foremost, I want to acknowledge the fact that we
 24 should respect each individuals' right to protest
 25 and demonstrate however they feel is appropriate

47

1 as long as it's done in a respectful manner.
 2 However, the reason why I speak
 3 in protest of repealing this particular policy is
 4 not about what we do, it's about what we're
 5 letting others do.
 6 My concern would be what we do
 7 when we're playing an opponent and the opponent
 8 takes a knee during the playing of our national
 9 anthem because we've now let them know that's
 10 okay. My concern would also be the athlete who
 11 may decide to take a knee when we're playing in a
 12 visiting team's stadium, the playing of their
 13 national anthem because we have let them know it's
 14 okay.
 15 I think when we're representing
 16 the country we should be able to stand with
 17 respect. We don't have to acknowledge -- the hand
 18 doesn't have to go across the heart, we don't have
 19 to salute, whatever acknowledgement has to be, but
 20 for any individual that is going to represent the
 21 country we should all be expected to stand
 22 respectfully, courteously during the playing of
 23 any national anthem, not just the American, but
 24 every country and every anthem. Thank you.
 25 MR. FIKE: Just a clarification for

48

1 the group in case anyone is unsure about what the
 2 policy amendment is -- what was repealed. I'm
 3 going to provide a summary, not a verbatim
 4 statement of that, but essentially the policy was
 5 that you had to stand respectfully during the
 6 national anthem and it was a requirement at all
 7 U.S. Soccer events. That was repealed in its
 8 entirety by the Board of Directors.
 9 I would next like to recognize
 10 Chris Ahrens who is going to speak in favor of the
 11 repeal.
 12 Please raise your hand on Zoom
 13 and you'll be unmuted.
 14 MR. AHRENS: Thank you. Can you
 15 hear me, Greg?
 16 MR. FIKE: Yes.
 17 MR. AHRENS: Great. Hi, everyone.
 18 Last summer the Athlete Council met to discuss
 19 exactly this proposal and we submitted a public
 20 statement encouraging the Board of Directors to
 21 repeal this policy with the council that was
 22 seated at that time. We believe that the athletes
 23 have a right to choose how they -- how they want
 24 to demonstrate and, quite frankly, the longer this
 25 dialogue goes on of kneeling versus standing we're

49

1 not actually talking about the reason that people
 2 are kneeling and we're not trying to make anything
 3 better.
 4 There is a lot of improvement we
 5 can make in this organization. We're far from
 6 perfect. We all acknowledge that. We all look
 7 around and see that, but the longer that this
 8 policy is in place we're just going to be talking
 9 about kneeling versus standing and not any of the
 10 systemic issues that are presented to us.
 11 So I do not believe the policy
 12 is actually about forcing one person to kneel and
 13 one person to stand. It's simply about providing
 14 athletes their choice and with a policy in place
 15 we can't have any real dialogue around the issues
 16 that are presented in front of us in the area of
 17 diversity, equity and inclusion. Thank you, Greg.
 18 MR. FIKE: You're welcome.
 19 Tim Frament from Eastern New
 20 York Youth Soccer Association, I'd like to
 21 recognize you now for a point of order. Please
 22 raise your hand and you'll be unmuted and state
 23 your point regarding this policy.
 24 MR. FRAMENT: You stated that this
 25 was for the national anthem. The rule as printed

50

1 says national anthems plural.
 2 MR. FIKE: Thank you for the
 3 correction. My apologies. It did say national
 4 anthems plural. It was not intentional. Thank
 5 you.
 6 Next, I'd like to recognize Seth
 7 Jahn from the Athletes Council speaking against
 8 the rescission of the policy. Seth, please raise
 9 your hand and you will be -- on Zoom and you will
 10 be unmuted.
 11 MR. JAHN: Hey, guys. Can you hear
 12 me, sir?
 13 MR. FIKE: Yes, Seth.
 14 MR. JAHN: I'm Seth Jahn, a former
 15 captain of the U.S. National Seven-a-side team.
 16 I'm sure I'm going to ruffle some feathers with
 17 what I'm about to say, especially given the
 18 Athletes Council that I'm on, but given the
 19 evolution of our, quote, unquote, progressive
 20 culture where everything offends everybody those
 21 willing to take a knee for an anthem don't care
 22 about offending half of country. When they do so,
 23 then I don't have too much concern and I also
 24 exercise my First Amendment right where I'm here
 25 to give a different perspective.

51

1 I also feel compelled to
 2 articulate I'm of mixed race and represent
 3 undoubtedly the most persecuted people in our
 4 country's history - Native Americans, more
 5 specifically the Aniwaya Clan of the Cherokee
 6 Nation and with the current obsession of identity
 7 politics and my resolute belief after countless
 8 examples in my life my voice holds less relevance
 9 when I identify with my Caucasian side than it
 10 does when I identify with any native side over
 11 these issues. So that's why I articulate that.
 12 So if we're so bent on
 13 politicizing sport, then we need to talk politics.
 14 First, politicizing sport is the last thing
 15 anybody really wants. Why would the general
 16 public care to watch a bunch of, you know,
 17 privileged people politicize their entitlement
 18 which, to be clear in the industry we're in, is
 19 entertainment. It's an escape from the exhaustive
 20 rhetoric on both sides being shoved down our
 21 throats.
 22 Sport is the one thing that can
 23 unify our country. In 2020, when every citizen
 24 was craving an outlet as they were locked down in
 25 their homes, sports should have had the highest

52

1 ratings ever in history, yet nearly every major
 2 sports organization saw an incredibly massive
 3 decline in viewership as they expressed an
 4 inundation of varying displays of their politics.
 5 It doesn't take an economics expert to see how
 6 recklessly crazy this is regarding our monies and
 7 the resources it's costing in allocating to our
 8 athletes, underprivileged areas and the tremendous
 9 opportunities that are squandered to minorities by
 10 not nipping this in the bud.
 11 So we have to talk about it,
 12 right? This is what we're doing, so politicizing
 13 sport. So why do athletes kneel? After talking
 14 to a number of my fellow minority colleagues'
 15 perspective, even though every minority in our
 16 country faces the same socioeconomic bias, it's
 17 predominantly facing the black communities of
 18 police brutality and slavery. I'm just basing
 19 this solely off of the facts and the statistics
 20 and my personal experience.
 21 So the first issue, police
 22 brutality, is a narrative with relativity zero
 23 data to substantiate it. The facts just don't
 24 have time for the feelings. Per the FBI
 25 statistics, there are nearly 400 million police

53

1 interactions annually, 95 percent of the deaths in
 2 the black communities come at the hands of another
 3 black man, 3.7 percent at the hands of law
 4 enforcement with 3.2 percent of those deaths being
 5 a justified use of force.
 6 That's less than half of a
 7 percent. When these tragic events happen, it's
 8 truly a statistical anomaly. I worked in law
 9 enforcement in two large agencies alongside my
 10 black, brown, white, yellow, red, purple peers. I
 11 never once saw a hint of police brutality. Does
 12 that mean it doesn't exist? Absolutely not. And
 13 it's important to address those atrocities when
 14 they manifest to exercise critical thinking and to
 15 also rebut the divisive narrative exacerbated by
 16 the media in order to garner their ratings as they
 17 exploit our emotive state, but I've also lived all
 18 over the world.
 19 I grew up in the bricks of
 20 Miami. I spent my summers on reservations where I
 21 have been jumped, in the hospital twice, I had my
 22 car shot up, my house shot up with my little
 23 cousins inside just from being too light-skinned.
 24 There is racism in every race. So why aren't we
 25 using our individual platforms to exercise our

54

1 social justice worries and bring to light the
 2 disproportionate number of deaths in those
 3 communities within their communities?
 4 And, secondly, slavery I keep
 5 hearing how our country was found on the backs of
 6 slaves, even though approximately only eight
 7 percent of the entire population even owned
 8 slaves. Every race in the history of mankind has
 9 been enslaved by another demographic at some point
 10 in time. Blacks have been enslaved, Hispanics
 11 have been enslaved, Asians -- most recently in our
 12 country in the friggin' 20th century have been
 13 enslaved. Natives have been enslaved, whites have
 14 been enslaved.
 15 Shoot, I lived in Africa for two
 16 and a half years where I could purchase people,
 17 slaves, between the price of \$300 and \$800 per
 18 head depending on their age, health and
 19 physicality. Where are the social justice
 20 warriors and the news journals to bring
 21 illumination to these real atrocities?
 22 Yet in all of history only one
 23 country has fought to abolish slavery, the United
 24 States of America, where nearly 40,000 men died to
 25 fight for the abolishment of slavery under the

55

1 same stars and bars that our athletes take a knee
 2 for. Their sacrifice is tainted with --
 3 MR. FIKE: Mr. Jahn, I'm sorry to
 4 interrupt, but please wrap up your comments as
 5 they have been going on for a little while, so if
 6 you can wrap up I would appreciate it.
 7 MR. JAHN: Thirty more seconds.
 8 Thirty more seconds. Their sacrifice is tainted
 9 by every knee that touches the ground and it's
 10 shameful and embarrassing. I've lived in nine
 11 countries, I've been to 98, I served as a
 12 counterintelligence special agent abroad over half
 13 the countries -- served 11 years in the military,
 14 seven of those special forces, I've been injured
 15 multiple times, spent two years in the hospital
 16 inpatient, was paralyzed, all while fighting for
 17 people of color all over the world who do not know
 18 my name or even knew I was there sometimes.
 19 I have draped nine of my
 20 brothers' caskets who died fighting for those
 21 oppressed with that same flag that is humiliated
 22 every time I see an athlete kneel.
 23 So why kneel? What does that
 24 do? What does that represent? Is there a better
 25 way to express your disgust and your personal

56

1 belief system? I want to be clear. I would
 2 gladly give my life to preserve every athletes'
 3 right to express their First Amendment right,
 4 though, I doubt they'd reciprocate the same
 5 gesture, but not only representing our country on
 6 the pitch -- do that on your own individual
 7 platforms and I'll support that all day. I'll
 8 help you.
 9 The individual athlete does not
 10 speak for every athlete in the Federation or our
 11 organization, yet they represent us all and cost
 12 an exorbitant amount of funds that could be
 13 allocated to the same communities they say they're
 14 advocating for. Every company in this world has
 15 these policies in place to ensure employees do not
 16 embarrass or speak on behalf of the company unless
 17 in an elected position. So why is it not the same
 18 here?
 19 After being on senior teams,
 20 youth national teams and a player with the
 21 National Team, a great number of our biggest names
 22 in our Federation vehemently agree with me behind
 23 closed doors, of course, but they are ostracized
 24 for voicing their positions within the team
 25 publically, which I'm not afraid to do. I've

57

1 earned the right. I promised I'd keep their
 2 identities concealed, but how do you think this
 3 ultimately affects the culture cohesiveness of the
 4 team and their performance?
 5 United we stand, divided we
 6 kneel. I vote to preserve Policy 604-1. Thank
 7 you.
 8 MR. FIKE: Thank you. Mr. -- I
 9 recognize Mr. Pinori from Eastern New York State
 10 Soccer Association. The indication on the screen
 11 is a second. So I'm not a hundred percent sure,
 12 but please state your point after you raise your
 13 hand to be unmuted.
 14 MR. PINORI: Can you hear me?
 15 MR. FIKE: Yes, I can, Peter.
 16 MR. PINORI: Greg, the only thing I
 17 did is I seconded the motion that Jim made.
 18 That's the only thing I wanted to do.
 19 MR. FIKE: Okay. All right. Thank
 20 you. Thank you very much, Peter. My apologies.
 21 I didn't understand the second reference in this
 22 context. Thank you.
 23 Next, the Chair would like to
 24 recognize Cindy Cone.
 25 PRESIDENT PARLOW CONE: Let me be

58

1 clear this is not about disrespecting the flag or
 2 about disrespecting the military. This is about
 3 the athletes and our staffs' right to peacefully
 4 protest racial inequality and police brutality.
 5 So I urge our membership to
 6 please support our staff and our athletes on this
 7 policy. Thank you.
 8 MR. FIKE: Thank you, Cindy. Next,
 9 the Chair would like to recognize Janet Campbell.
 10 She raised a point, at least that's what is
 11 showing up on my screen. So I apologize, Janet,
 12 if this is just the one coming up again.
 13 So please raise your hand in
 14 Zoom and you'll be unmuted. All right. Janet,
 15 I'm assuming that that point was about something
 16 else. So as there is no further discussion, the
 17 question is on affirmation of rescission of Policy
 18 604-1 as found in Section 9 - Affirmation of Board
 19 Policies in the Book of Reports. The motion
 20 requires a majority vote for adoption and the vote
 21 will be taken electronically.
 22 Are you ready for the question?
 23 Mr. Kepner, please proceed with the vote.
 24 MR. KEPNER: Please begin voting
 25 now. Begin winding up your voting now. 10, 9 --

59

1 voting has stopped.
 2 MR. FIKE: The vote is 71.3 percent
 3 of the weighted vote in favor and 28.66 percent
 4 opposed. Therefore, there is a majority in favor
 5 and the Board's rescission of Board Policy 604-1
 6 is affirmed. The Board's rescission of Policy
 7 604-1 will continue in effect. Thank you.
 8 On to the next item of business.
 9 Included in your Book of Reports in Section 10 as
 10 a discussion item is a policy proposed by
 11 Metropolitan D.C. Virginia Soccer Association.
 12 U.S. Soccer's legal team, in consultation with
 13 outside experts, have determined that
 14 consideration of the proposed policy at this AGM,
 15 and National Council Meeting, is in conflict with
 16 the procedures required by Bylaw 214 because the
 17 proposal did not receive the assent of the Board
 18 as required by the bylaw.
 19 The proposed policies,
 20 therefore, are brought forward as a discussion
 21 item at this time. This item is open for
 22 discussion at this time for ten minutes. All
 23 speakers who wish to speak may indicate pro or
 24 con. Pro simply means you're speaking in favor of
 25 the idea. Con means you're speaking against the

60

1 idea.
 2 Now -- in the order recognized
 3 by the Chair, we will end our discussion when
 4 there is no one else requesting recognition to
 5 speak, or ten minutes, whichever is sooner.
 6 Please remember that there is no vote at this
 7 time.
 8 Is there any discussion? The
 9 Chair recognizes Jim Sadowski from Metropolitan
 10 D.C. Virginia Soccer Association. Please raise
 11 your hand in Zoom and you will be unmuted to speak
 12 in favor of the idea of the policy change. Thank
 13 you.
 14 MR. SADOWSKI: Greg, can you hear
 15 me?
 16 MR. FIKE: Yes, I can.
 17 MR. SADOWSKI: Okay. Great. Thank
 18 you very much. As we discussed before this was
 19 put on the agenda, I appreciate that you guys put
 20 it on the agenda. The reason I proposed this
 21 policy was to start the discussion on barriers to
 22 affiliation, including the player fee structure.
 23 So I thank you.
 24 I'm going to try to do this
 25 without objection, but I would ask that this

61

1 policy be referred to a task force to be appointed
 2 by the President in consultation with the Board of
 3 Directors to examine not only the player fee
 4 structure, but all barriers to affiliation.
 5 This would be consistent with
 6 the task force that was promised in Nashville. So
 7 I'd like to refer this to a task force without
 8 objection on all barriers to affiliation.
 9 MR. FIKE: Yeah. Thank you, Jim.
 10 If -- if you're okay with it, I'd like to add that
 11 particular item to the Board's next regular agenda
 12 for consideration of creation of a task force.
 13 Is that okay with you, Jim?
 14 MR. SADOWSKI: Yes.
 15 MR. FIKE: That item -- I will
 16 request that item be added to the agenda for the
 17 next regular Board meeting. Thank you, Jim.
 18 Yeah, the Chair recognizes Cindy
 19 Cone for discussion.
 20 PRESIDENT PARLOW CONE: So, Jim, I
 21 just wanted to chime in here and tell you that it
 22 will be added.
 23 MR. FIKE: Thank you, Cindy. The
 24 end of our discussion time has arrived. The Board
 25 will take this discussion and obviously the

62

1 request of Mr. Sadowski and the agenda as
 2 requested by Ms. Cone in its future -- into future
 3 consideration on this issue.
 4 Thank you for your time and
 5 consideration this afternoon. I've got a -- well,
 6 I'll recognize one more pro Michael Hill from
 7 Pennsylvania West Soccer Association.
 8 Please raise your hand to be
 9 unmuted in Zoom.
 10 MR. HILL: Can you hear me?
 11 MR. FIKE: Yes, I can, Michael.
 12 MR. HILL: I just want to thank the
 13 Board for accepting this committee. I would like
 14 to make a point, though, that they also committed
 15 to the same thing in the minutes at the national
 16 meeting and 12 months have elapsed and it hasn't
 17 happened. Thank you.
 18 MR. FIKE: You're welcome. I
 19 recognize David Guthrie for a point of order from
 20 Indiana Soccer Association.
 21 Please raise your hand and
 22 you'll be unmuted.
 23 MR. GUTHRIE: Thank you again,
 24 Mr. Fike.
 25 I'm going to offer an incidental

63

1 main motion. That motion is to move to establish
 2 a special committee consisting of not more than
 3 six representatives selected by each of the
 4 Athletes Council, Pro Council, Adult Council,
 5 Youth Council, National Board of Directors and six
 6 representatives of the At-Large group not
 7 otherwise represented for the purpose of, but not
 8 limited to, developing consensus on amendments to
 9 the U.S. Soccer's bylaws and policies that align
 10 U.S. Soccer's bylaws and policies with the
 11 recently amended Ted Stevens Olympic and Amateur
 12 Sports Act to be considered for adoption by the
 13 National Council at the 2022 Annual General
 14 Meeting of the United States Soccer Federation.
 15 The special committee will be
 16 chaired by a representative of the council that
 17 represents the largest number of registered
 18 members with USSF in 2019 and will begin meeting
 19 not later than July 10 of 2021 and conclude not
 20 later than September 30, 2021.
 21 The chairperson will determine
 22 the form and format of the special committee
 23 meeting.
 24 MR. FIKE: Thank you, Dave. That
 25 was another motion. Again, in order to get on the

64

1 agenda -- this is the exact same motion that was
 2 proposed before. In order to get on the agenda,
 3 it would require a two-thirds vote. It failed
 4 and, therefore, it is out of order.
 5 MR. GUTHRIE: Mr. Fike, it is an
 6 incidental main motion and I believe it should be
 7 handled differently. I would ask the
 8 Parliamentarian to -- and I want to keep -- I'm
 9 sure these will be in the minutes, but I want to
 10 make sure the Parliamentarian has an opportunity
 11 to review that.
 12 MR. FIKE: Yes. Thank you. I'm
 13 happy to bring Michael up to address that issue.
 14 Thank you. You have to wait one second, Michael.
 15 THE PARLIAMENTARIAN: Thank you,
 16 Greg. Thank you. The bylaw does not make any
 17 difference between main motions and incidental
 18 main motions in this regard. The bylaw says "any
 19 business item." This is a business item. It
 20 creates a new committee or task force, which is an
 21 item of business, and, therefore, whether it's
 22 categorized as incidental main motion which is
 23 basically for those who are not intimate with
 24 Robert's Rules means a procedural main motion or
 25 whether it's a substantive main motion which is a

65

1 motion that introduces a completely new business
 2 item, it is still an item of business before this
 3 body.
 4 If it were on the agenda, it
 5 would have to be listed as an agenda item as a
 6 general special order for consideration even if it
 7 were an incidental main motion as opposed to a
 8 substantive main motion and, therefore --
 9 MR. GUTHRIE: We raised that issue
 10 earlier.
 11 THE PARLIAMENTARIAN: -- there is no
 12 significant difference because a bylaw requires
 13 business items to be raised 60 days in advance.
 14 Thank you very much.
 15 MR. FIKE: Thank you, Michael. That
 16 concludes our discussion on the policy proposal
 17 that we'll soon be discussing at the Board meeting
 18 next. I'd like to recognize Michael Malamut to
 19 come up next and conduct the elections. Thanks so
 20 much.
 21 THE PARLIAMENTARIAN: Thank you,
 22 Greg. The next item of business is the
 23 Independent Director election. I understand that
 24 we have one nomination for that position from the
 25 Board of Directors. Cindy, you may now make the

66

1 nomination.

2 PRESIDENT PARLOW CONE: As all of

3 you know, our Federation and our Board of

4 Directors benefit from the service and

5 contributions of our Independent Directors. One

6 of our independent directors, Lisa Carnoy, is up

7 for re-election this year. Lisa brings a wealth

8 of knowledge and experience to our boardroom.

9 She is the Chair of the Risk,

10 Audit and Compliance Committee and she serves on

11 the Budget Committee. Her advice and expertise

12 truly makes our Board stronger. The Board

13 unanimously recommends re-electing Lisa. So on

14 behalf of the Board, I am nominating Lisa to be

15 re-elected to another three-year term as an

16 Independent Director. Thank you.

17 THE PARLIAMENTARIAN: Thank you,

18 Cindy. Now, we are ready for the election to fill

19 the open Independent Director position on the

20 Board.

21 Lisa Carnoy is the only nominee.

22 Is there any objection? Seeing no objection, Lisa

23 is elected by acclamation. Congratulations, Lisa.

24 Thank you. Cindy, do you have

25 any words of welcome for Lisa at this time?

67

1 PRESIDENT PARLOW CONE: Yeah,

2 welcome, Lisa, back to the Board. We're excited

3 to have you.

4 Lisa, did you want to say

5 anything or anyone else from the Board want to

6 talk on Lisa's behalf? Chris would like to make a

7 statement.

8 THE PARLIAMENTARIAN: Chris, please

9 raise your hand in the Zoom to be unmuted.

10 MR. AHRENS: I just wanted to

11 welcome Lisa on the Board and bringing her

12 expertise from the business world is only going to

13 make the Board stronger and she truly cares about

14 the game and she is just a great addition to the

15 Board and I know the members don't always get to

16 know the Independent Directors. So I just wanted

17 to welcome Lisa and encourage her to continue to

18 be the positive force that she has been on the

19 Federation.

20 THE PARLIAMENTARIAN: Thank you very

21 much. I want the members to know that Lisa has

22 sent a direct message saying thank you on behalf

23 of your support and your vote.

24 Lisa, do you wish to be unmuted

25 at this time to say anything? If so, please raise

68

1 your hand in the Zoom.

2 MS. CARNOY: Can you hear me?

3 THE PARLIAMENTARIAN: Yes, we can.

4 Welcome, Lisa.

5 MS. CARNOY: Thank you. I just

6 wanted to say thank you. I appreciate your

7 confidence in me. It is a privilege to be on this

8 Board. I know we have a lot of work to do. I

9 have great confidence in Cindy and Will and the

10 entire team and look forward to seeing you all in

11 Atlanta next year.

12 THE PARLIAMENTARIAN: Thank you.

13 Now, the next order of business is the

14 presidential election. Under our bylaws,

15 nominations for President need to be submitted in

16 advance. Nominations are now closed. The

17 election is to fill the remaining year of the

18 current term for President.

19 Only one nomination was

20 submitted timely for the election for President,

21 your current President Cindy Parlow Cone. As

22 there can be no other nominations, Cindy is now

23 declared elected by acclamation for -- to fill the

24 vacant term for the remainder of her term as

25 President. Congratulations, Cindy. Do you wish

69

1 to speak?

2 PRESIDENT PARLOW CONE: Yes.

3 THE PARLIAMENTARIAN: Thank you.

4 PRESIDENT PARLOW CONE: Thank you

5 for re-electing me. It is truly an honor to serve

6 as your President. I know we have a lot of work

7 to do, but I'm looking forward and excited about

8 continuing to work with our Board, our members and

9 stakeholders and our players to move the

10 Federation forward in a positive manner. Thank

11 you.

12 THE PARLIAMENTARIAN: Thank you very

13 much, Cindy. Now, in accordance with our bylaws

14 and policies, the nomination process for the Vice

15 President is up for consideration. The process is

16 public and it was closed for nominations in

17 December pursuant to our bylaws.

18 Four candidates completed the

19 nomination process timely; Cobi Jones, Bill

20 Taylor, Tim Turney and Jim Sadowski. A draw was

21 conducted on Thursday that determined the order in

22 which the candidates would be on the ballot and

23 the order in which you will see the veto -- the

24 videos, excuse me, that they prerecorded. Please

25 roll the videos from the candidates at this time.

<p style="text-align: right;">70</p> <p>1 Thank you. 2 MR. JONES: Thank you, everyone, for 3 your time. My name is Cobi Jones and I am running 4 for the U.S. Soccer Vice President position. I 5 get asked consistently why am I running. Well, it 6 comes down to a simple reason really. I wish to 7 give back to the game that gave me so much and 8 tackle some of the issues to date. I bring the 9 experiences and perspectives that are broad enough 10 to bring everyone together under U.S. Soccer, a 11 team where everyone can have a sense of belonging, 12 where one feels represented, where one feels heard 13 and communication regularly occurs. The 14 overarching ideas that carry weight with me, and 15 will throughout my term, will be representation 16 and access with advocacy, representation from the 17 boardrooms to the playing field. This increased 18 diversity will not just be a race and gender 19 advocacy, but lead to diversity of thought, 20 experience, leadership and communication. 21 This will give new ways to look 22 at and handle problems which, in turn, will 23 benefit not just U.S. Soccer but soccer in all its 24 forms. I have a vision for U.S. Soccer over the 25 next three to five years to improve transparency,</p>	<p style="text-align: right;">72</p> <p>1 U.S. Soccer's numbers in the youth game, we need 2 to look at the social issue of kids and parents 3 understanding that the game is played for fun. 4 Soccer needs to be 5 community-based. So let's get to the grassroots 6 and go hyper-local and reaching out to the 7 unaffiliated teams is a necessity. Let's do this 8 through local representation. That said, I 9 propose establishing a fun first initiative 10 directed at bringing back the elements that make 11 the game fun to play for kids. 12 This includes less structure, 13 less emphasis on competition and winning at the 14 younger age groups and helping both parents and 15 players understand the importance of technical, 16 tactical and physical development. 17 I would look to our National 18 Teams and see where we can harmoniously solve 19 issues and address concerns. This -- this 20 includes establishing stability and awareness in 21 our various extended National Teams and offering 22 membership to other soccer organizations under our 23 tent. 24 With my 30-plus years involved 25 in the game and having played at every level, I</p>
<p style="text-align: right;">71</p> <p>1 to increase membership through the recruitment of 2 unaffiliated clubs and individuals. 3 I will look to establish 4 partnerships to focus on underrepresented 5 communities and, in turn, increase minority 6 participation in the game and finally look to 7 settle internal disputes without lawsuits, which 8 will make U.S. Soccer more harmonious and 9 appealing to sponsors. 10 To make the game more accessible 11 to underserved communities, I believe that I will 12 need to first establish the will and commitment to 13 do so outside of current subsidies for kids and a 14 key strategy is to create safe places for kids to 15 play. 16 I will propose working in inner 17 cities to create access to blacktops for mini 18 soccer pitches and available green spaces for 19 small-sized fields. This initiative will require 20 us to work with departments, groups and 21 organizations that are already doing this. 22 To ensure the appropriate 23 project management and accountability, I will 24 establish a committee or task force to focus on 25 implementation and local programming. To help</p>	<p style="text-align: right;">73</p> <p>1 have a broad view of the landscape, most of my 2 time on the field as a player, I have been a 3 coach, a fan, a parent and an investor in the 4 game. As Vice President of U.S. Soccer, I want to 5 bring unity and simplicity and guide U.S. Soccer 6 in the direction that benefits all of its members. 7 Thank you. 8 MR. TAYLOR: I'm glad the election 9 is finally here and we can move forward together. 10 After literally hundreds of phone calls, I feel 11 like I have a much better understanding of the 12 membership I hope to serve as Vice President. 13 Thanks to each of you that took time out of your 14 busy day to talk with me. I am grateful to be a 15 part of this organization. The love I have for 16 the game stems from my personal enjoyment in 17 playing the game as often as I can and being on 18 the field with my teams. 19 It comes from helping my players 20 to become young adults and preparing for life 21 experiences. It also comes from being a fan 22 watching and attending professional and National 23 Team games. 24 I believe that my near 20 years 25 as a physician, businessman and administrator as a</p>

74

1 state president give me a depth of experience that
 2 uniquely qualifies me for this position. While we
 3 are exiting the pandemic, I believe we are
 4 entering one of the most trying times in U.S.
 5 Soccer history, one that will require a lot of
 6 action and effort to clear the financial hurdles
 7 while trying to regain the losses of our
 8 membership numbers.
 9 Additionally, while we make our
 10 way through the changes of governance, I believe
 11 that instead of fracturing us, this provides us
 12 the opportunity to come together in a way that
 13 will allow us to communicate and come up with
 14 unified ways that we can grow the game together.
 15 I stand by my mission statement to work together
 16 with the youth, adults, athletes and professional
 17 members to find, develop and play.
 18 We have a short window to build
 19 bridges, to find clear pathways and unite our
 20 country to be prepared for the growth of soccer
 21 leading up to and beyond the Mens '26 World Cup
 22 and hopefully Womens '27 World Cup as well as the
 23 '28 Olympics. The time is now. We must unite. I
 24 am ready to hit the ground running and work with
 25 you. I hope I have earned your trust and your

75

1 support. Thank you.
 2 MR. TURNEY: Good afternoon,
 3 everyone, and welcome to the 2021 USSF AGM. This
 4 has been quite a year. It is bizarre and strange
 5 to say the least. As I speak to you now eight
 6 days before the convention, so much can happen
 7 between now and the election. So much has
 8 happened in the past year since we last met in
 9 Nashville.
 10 Who could have thought the
 11 dramatic outcomes with COVID; the rescheduling of
 12 games, no games, no fans in the seats, only
 13 playing a few national games for the entire year,
 14 postponing the Olympics.
 15 As we look to the future and
 16 what next year holds as we meet next year at this
 17 time there will undoubtedly be anywhere from six
 18 to eight new members on your Board of Directors.
 19 Change is inevitable. Change for progress is
 20 good.
 21 As we move down this road to
 22 look forward to the good things that come, we must
 23 unite. We must act as one Federation made up of
 24 four councils. We must come together. I believe
 25 in order to do that I possess a wealth of

76

1 knowledge to help move this Federation forward.
 2 It is through relationships from individual
 3 communication that we can do this.
 4 My pledge to you is I will reach
 5 out on a regular basis and consistent basis to
 6 talk to the members openly, very frankly and
 7 sometimes probably aggressively so that we can
 8 move this Federation in the direction it needs to
 9 go. We are one Federation made up of all the
 10 members. Together we can do great things.
 11 Thank you very much and I hope
 12 everyone is safe and healthy. God Bless America.
 13 Let's go.
 14 MR. SADOWSKI: Welcome to the 2021
 15 AGM. To start, I am thankful. I thank my wife
 16 and the other people that helped me during the
 17 campaign and over the last two decades. There are
 18 too many of you to mention by name, but thank you
 19 for your dedication, your guidance and friendship.
 20 You have made me a better person.
 21 I thank the candidates. Their
 22 presence has made the election competitive.
 23 Competition and an exchange of ideas are both good
 24 for the game. I cheered Cobi on the field and I
 25 cheer him again for stepping up to the challenge.

77

1 When I spoke to Tim, I said "Are you sure you want
 2 to do this? Running a horse farm seems like more
 3 fun." Tim is a great guy. I have enjoyed our
 4 calls and I hope our friendship continues. Thank
 5 you, Tim.
 6 Finally, I thank Bill for his
 7 ideas and putting them on paper. All the
 8 candidates help me think and perhaps dream.
 9 Thinking and dreaming are important parts to
 10 having a vision and I have a vision. That vision
 11 includes service to the members. I made a
 12 commitment that I would try to make U.S. Soccer a
 13 better place, a place that serves all of its
 14 members large and small, a place that provides
 15 value. A place that not only promotes diversity,
 16 equity and inclusion on the website, but acts on
 17 those principles by reaching out to communities
 18 who don't have a presence.
 19 We need to build more fields to
 20 play on and more leagues to play in. My vision
 21 also includes setting goals that are high like
 22 winning World Cups, but also supporting our less
 23 visible members, the 99 percent of soccer that is
 24 being played at the grassroots level.
 25 In my vision, those games are

78

1 important to U.S. Soccer. Soccer starts locally
 2 and having a strong base drives the success of all
 3 levels above the base. Without quantity, you
 4 don't have quality.
 5 In my vision, we must build a
 6 base and quantity by growing the number of players
 7 and coaches and by developing referees early on.
 8 In my vision, there is a shared number of goals to
 9 help build and support the base.
 10 As a referee in a tournament, I
 11 heard a presenter say, "Treat every game like it
 12 is those players' World Cup." That simple
 13 philosophy of treating everyone with importance is
 14 what I will champion if elected. If we treat
 15 every member, player, coach and referee as
 16 important, U.S. Soccer will thrive.
 17 We have just suffered through
 18 the darkest days of the pandemic, but our future
 19 is bright. The sun is finally shining on our
 20 fields and we will all soon safely return to play.
 21 In my vision, U.S. Soccer reaches out again to all
 22 members to provide more COVID relief such as a
 23 partial reduction in registration fees.
 24 I will now end with what I heard
 25 Hank Steinbrecher, a Life Member, tell us at an

79

1 awards banquet. The word American ends with "I
 2 can." We are all Americans. I can and we can
 3 together get our players back on the field safely
 4 and quickly. I can and we can together make
 5 soccer a more diverse, inclusive, transparent and
 6 accountable place. I can and we can together
 7 ensure that U.S. Soccer provides better service
 8 and value.
 9 And while we build a soccer
 10 nation remember that soccer teaches us much more
 11 than soccer playing skills. It teaches teamwork,
 12 character, patience, humility and how to respond
 13 to failure.
 14 So in my vision, soccer is not
 15 just about winning player development, but having
 16 fun, teaching our children life skills and
 17 building friendships. Service to the members for
 18 me is all about the service. I will be honored
 19 and humbled to serve as Vice President. There is
 20 hard work ahead and I am ready to get started.
 21 Our fans chant in voice "I believe that we will
 22 win." It's true we will win if we work together.
 23 THE PARLIAMENTARIAN: Thank you very
 24 much to all the candidates. This election is to
 25 fill the remaining three years of the current term

80

1 for Vice President. Election requires a majority
 2 vote. We will now call on Bob Kepner to conduct
 3 the vote.
 4 MR. KEPNER: Begin voting now.
 5 Voting will close in 10, 9 --
 6 THE PARLIAMENTARIAN: Thank you.
 7 The vote results are as follows: Cobi Jones 44.67
 8 percent, Bill Taylor 34.10 percent, Tim Turney
 9 7.99 percent, Jim Sadowski 13.25 percent.
 10 No candidate obtained a majority
 11 at this round of election. Therefore, we will
 12 need to have a second round of voting in order for
 13 a candidate to obtain a majority. Before we do
 14 that, we will take a five-minute recess. It is
 15 now -- it is now 2:21. We will resume -- it is
 16 now 2:22. We will resume at 2:27 promptly. Thank
 17 you.
 18 (Whereupon, a break was taken
 19 after which the following
 20 proceedings were had.)
 21 THE PARLIAMENTARIAN: Thank you.
 22 Now that we've had a time for a brief recess, my
 23 understanding is that all four candidates wish to
 24 be considered in another round of voting. All
 25 four candidates will be before you again.

81

1 If we are unable to receive a
 2 majority at this round of voting, we will then
 3 proceed according to the procedures that were
 4 adopted in the last contested presidential
 5 election wherein subsequent rounds of voting the
 6 lowest vote count recipient will be dropped in the
 7 next round.
 8 In this round, all four
 9 candidates -- sorry. One of the candidates I
 10 understand has agreed to withdraw. Tim Turney has
 11 agreed to withdraw and, therefore, I'm going to
 12 ask -- I'm sorry. I was misinformed. Tim Turney
 13 remains a candidate. Jim Sadowski has informed
 14 the body that he wishes to withdraw at this time.
 15 Jim, if you wish to make a
 16 statement at this time, you'll be recognized.
 17 Please raise your hand in the Zoom to be unmuted.
 18 Okay. I don't hear anything. So I assume that
 19 Jim does not wish to make a statement at this
 20 time. Thank you very much for the issues that you
 21 raised in your candidacy, Jim. They are all
 22 important issues that have been raised by all the
 23 candidates and the Board will consider them.
 24 The next round of voting will
 25 consist of three candidates then: Cobi Jones,

82	<p>1 Bill Taylor and Tim Turney. 2 Mr. Kepner, will you prepare the 3 vote? 4 MR. KEPNER: Begin to vote now. 5 Voting will close 10, 9 -- voting has ended. 6 THE PARLIAMENTARIAN: Thank you. 7 Voting has ended. Cobi Jones received 40.47 8 percent. Bill Taylor received 55.94 percent. Tim 9 Turney received 3.6 percent. Therefore, Bill 10 Taylor obtained the majority and is elected as 11 your new Vice President for the remainder of the 12 current term. 13 Everyone, please join me in 14 welcoming our new Vice President of U.S. Soccer 15 Bill Taylor. 16 Bill, if you wish to speak, 17 please raise your hand in the Zoom and you will be 18 unmuted. 19 MR. TAYLOR: Can you hear me? 20 THE PARLIAMENTARIAN: Yes, we can 21 hear you. 22 MR. TAYLOR: Well, I'm kind of 23 speechless. I first want to make sure that I 24 thank everyone that I was running against. It was 25 an honorable election and a race that was filled</p>	84	<p>1 much, Bill. And now I turn it over to Cindy. 2 Thank you, Cindy. 3 PRESIDENT PARLOW CONE: 4 Congratulations, Bill. I am grateful that you 5 have taken on this role. We have a lot of work 6 ahead of us and I look forward to partnering with 7 you in tackling all of this work. 8 As you all know, it's been a 9 really challenging year, but I truly want to once 10 again thank all of you for your time, commitment 11 and passion. We are looking forward to working 12 closely with all of you. We want to hear from 13 you, be inclusive and work with you to deliver the 14 change in progress we all know is possible. 15 As we close things up, I do want 16 to announce one last thing. Although Lisa let the 17 cat out of the bag earlier, next year's AGM will 18 be in Atlanta in early March. 19 I appreciate everyone's patience 20 as we did this year's event virtually and I look 21 forward to seeing you all in September for the 22 extraordinary National Council. 23 Please stay as we will scroll 24 through for the Good of the Game. Thank you to 25 everyone. This meeting is adjourned.</p>
83	<p>1 with lots of ups and downs, but I really 2 appreciate the manner which each of the candidates 3 ran the race. 4 We all just focused on our 5 platforms and there was no negativity in the 6 process and, for that, I'm very proud to be able 7 to have stood on the stage with each and every one 8 of them and look forward to the time where we'll 9 be able to go get some drinks and share stories. 10 So with that being said, I want 11 to thank the membership for their support of me, 12 for those that voted for me as well as those that 13 did not. I'm very committed to being able to work 14 together across the membership, especially as we 15 move through these governance changes that we have 16 to have, that we will be able to use this as an 17 opportunity to unify our country instead of 18 allowing it to fracture us. 19 I'm also excited to help us 20 really focus on growing the game and regaining the 21 membership that we've lost through this pandemic. 22 I appreciate all of your support and I look 23 forward to speaking to you and continuing our 24 relationship as we move forward. Thank you, all. 25 THE PARLIAMENTARIAN: Thank you very</p>	85	<p>1 (Whereupon, the Good of the 2 Game video was played.) 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25</p>

REPORTERS CERTIFICATE

1
2
3 I, Steven J. Brickey, RMR, CRR, appointed to take
4 the meetings of the U.S. Soccer Federation, do
5 certify that the within proceedings of the Board
6 of Directors Meeting were taken by me
7 stenographically virtually on February 27th, 2021,
8 then reduced to typewritten form consisting of 86
9 pages herein; that the foregoing is a true
10 transcript of the proceedings had.

11
12
13 In witness hereof I have
14 hereunto set my hand this 15 day of March, 2021.

15
16
17
18
19 _____
20 Steven J. Brickey, RMR, CRR
21 8 West Monroe Street
22 Suite 2007
23 Chicago, Illinois 60603
24
25