PROCEEDINGS

UNITED STATES SOCCER FEDERATION
NATIONAL COUNCIL MEETING

Wailea Beach Resort
Wailea, Hawaii

March 4, 2017
8:00 a.m. - 10:50 a.m.

Reported by Debra K. Resling, RMR, CRR

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remain standing, I'm going to have Hank Steinbrecher, a proud father of a former Navy seal, former Navy seal, always a Navy seal, Hank, please lead us in the Pledge of Allegiance.

(Pledge of Allegiance recited.)

PRESIDENT GULATI: Before we get started with the official roll call and a few other things, as always a few special guests that we want to recognize. Last night, I said, we had 500 VIPs, and we did, and we do, but there are a few who have traveled a long way or have done some very special things for us in the past, so I'd like to make sure I recognize them.
Let's start, as we always do -- or at least as I always do, for those of you that are here for your first Annual General Meeting, please stand so we can recognize you. Our first-year folks.

(Applause.)

PRESIDENT GULATI: And why don't we go at the other end. Anybody here at 40? No, let's go with 30, 30 AGMS or more, please stand, 30 annual meetings or more.

(Applause.)

PRESIDENT GULATI: All the young ones player who wasn't up front here to receive applause, because she's a member of the Credentials Committee, and that's Siri Mullinix.
She was standing in the back. Thank you.

(Applause.)

MR. KEPNER: She's also a member of the North Carolina Soccer Hall of Fame, and she's from Greensboro, North Carolina, area, Jamestown, right? Okay. Very good.
This is always an exciting time for me. It takes a lot of work by a lot of people.
The staff this year has just been absolutely superlative in terms of preparing us for this event, providing reports in an early fashion. Everything moved along very smoothly. Staff did well. Committee did a great job. It just came together very nicely.
Now -- oh, where is this little clicker?
In terms of the system that we have, it's been around for a long time. We have four different councils. We have the Youth Council, which is sort of the big guy or gal on the block. We have the Adult Council. We have the Professional Council. And we have the Athletes.

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folks that were on that first one, that's what you are going to look like in 29 years.
And then, of course, those that have represented us in various competitions including World Cup winners, including Olympic Gold medalists, including World Cup participants on the men's side and multiple world cups, our athletes; if you've played for the United States, please stand.

(Applause.)

PRESIDENT GULATI: Our Life Members.
If you guys and gals would take a quick stand for us in the front row.

(Applause.)

PRESIDENT GULATI: And we'll hear a little bit later and I will do a proper introduction of the president of CONCACAF; and also the president of the Canadian Soccer Association, Victor Montagliani, and I will talk about him in just a few minutes.
But before we do that, Mr. Kepner, as always, we need you up to do the Credentials Committee Report and take a roll call.
MR. KEPNER: Thank you very much.
Committee Report and take a roll call.

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Council. Then we have other individual members: NBOD, Life Members, Past Presidents, and Life Mem- -- oh, I mentioned Life Members. Okay. So those are individual ones.
We put all of those together. Up until now, you have been numbers and names on the sheets of paper. Now, you are real live people.
So we'll go ahead and start this. This is the manner in which we determine whether or not we have a quorum. And I have never used this device before, but here we go.
The Youth Council is really the, sort of the governing, determining factor as to what we use, eventually, to make sure that all three councils, the Pros, the Youth, and the Adults, are weighted equivalently. So we have these states, and these states, together with AYSO, and U.S. Club, and the commissioners, giving a total council weight or vote of 293.
Now, the other two councils, Professional and Adult, must be equivalent to that. We'll first go to the adults.
We then go, complete the adults, including the affiliates, and the commissioners, and they're 190. You will see later that we'll

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use a multiplier factor, to "make," quote/unquote, "make," the 190 equal to 293.

We go from there to the Professional Council. Same sort of thing prevails here. They're 13 persons, 13 voters. We will use a multiplying factor to make that number equal to 293. Those are the three councils that must have equal weight.

Then we have the Athletes Council. U.S. Soccer is part of the Olympic program in a sense, and, by Olympic standards, Athletes must carry no less than 20 percent of the total vote, and total weighted vote, so you will see a multiplying factor that gives them the equivalent of no less than 20 percent.

Then, we have Other Members, Other Affiliates, National Associations, Life Members, Board of Directors, Past Presidents.

And so here we pull it all together, showing the actual votes that are here, 293, 190, all adding up to 529. And then over to the right, you see the multiplying factors that are used. Obviously, the Youth Council, factor of one; Other Members, the same thing down at the bottom. Adult Council, those 190, multiplied by

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1.54, equals 293.

You can see down in the bottom left, the effect of this. And so 1,134 total weighted votes of a simple majority of that, if you were to divide 1,134 by 2, you get 567. But you can't have exactly half as a majority, so we add 1. So our total majority would be 568, a two-thirds majority would be 5 -- 756. So, certainly the Credentials Committee has determined that we have a quorum.

So I will now ask for a motion to approve the Credentials Report.

MR. KEPNER: I hear a motion over here.

A second?

UNIDENTIFIED SPEAKER: Second.

UNIDENTIFIED SPEAKER: Second.

MR. KEPNER: Thank you.

All those in favor, please say aye?

Opposed, please say no? Motion carries.

Now, voting, you have little white keypads in front of you. And you can see that all the voting that we will do, we will use these keypads. The voting is live, when the question appears on the screen. For bylaws, you will select 1 for yes, and 2 for no. You may change your vote until the clock strikes zero. When I announce to you -- I will be in the back of the room -- I say, voting will stop in 5, and then it will appear up on the screen, 5, 4, 3, 2, 1. And when it ends, that's when the voting must stop. You can change your vote up until that final moment, and it will accept that final vote that you showed.

That's the report.

And now we will have a practice question, and I'm going to turn the floor over to Sunil.

PRESIDENT GULATI: So don't vote yet.

This is just to give you -- we're doing a practice question, but the data actually matters -- and to give you a little bit of history on this, for a long time, our annual meetings were in the summer, but we changed that some years ago because we were trying to avoid, especially for the Pro representatives and the athletes, in season which was during the summer.

Now, the seasons have gotten much longer. MLS started this weekend. So we're missing some representatives from there, and a number of people have said, you know, if we are involved in the education sector, for example, this becomes awkward. So the question is should we open it up, and consider dates outside of the first quarter? Right now, in our rules, it's the first quarter.

And the second part of that is, we obviously did that once a few years ago around the Centennial, and we were able to do it around a game, which people very much enjoyed; for many, the only chance you got to go to a national team game.

So the thought is if we open up the calendars, there's some technical issues we'd have to go through with our budgets, but are you open to and in favor of us looking at a wider period than just the first quarter? And it would also open up some cities, frankly, that because of weather we generally stay away from, and that Dan lives in, most of the time.

So that's the question. Should we consider that summer period as well as the first quarter, which our current rules have. We can open up the voting. There you go, and it will...
Okay. We are closing the meeting in two seconds. Ohio results about to come in.

Okay. So we will at least consider that, and that's the will of the group that we will pick up the keypads. So if you will let us know if there's some keypads unattended, we will pick them up. When the delegates, or delegate show up, they are welcome to go back there and pick up the room. When the delegates, or delegate show up, they are welcome to go back there and pick up the keypads.

Also at the end of the meeting, just
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1. to introduce the president of the Canadian Soccer Association and the Vice-President of FIFA, along with the presidency of CONCACAF, my good friend from Vancouver, Victor Montagliani, if you would come up to say a few words.
2. (Applause.)
3. MR. MONTAGLIANI: Thank you very much, Sunil. It's a real honor to be here, not only obviously as the president of CONCACAF, but also still as the president of Canadian Soccer for another two months anyway.
4. I want to thank the U.S. Soccer Federation, the Board of Directors, and your General Secretary or CEO, sorry, about that; I used the other vernacular, Dan Flynn. And I want to thank you for the warm welcome. And also last night was a great night. I know you guys were really trying to make me feel at home, when I walked in, I saw 450 people. I thought I was at an Italian wedding, so, and there was pasta there. And so, thanks a lot, Sunil. I really felt at home. I was looking for the Godfather, but things have changed in CONCACAF, so that's good.
5. I also want to acknowledge also the other two guests here, who I think are not here this morning, but you will see them tonight, and you have probably seen them around, is Decio De Maria, the president of the Mexican Federation, and Anton Sealey, the president of the Bahamas, who was taking notes last night when you guys were doing the hula. So some of you might become, brought into the, sort of half-time festivities at the Beach World Soccer event. We have the World Cup in CONCACAF for the Beach World Cup starting in April in the Bahamas. And so I think some of you might actually be some of the half-time entertainment, after some of the hula dancing I saw last night, so be careful.
6. As the videos show, this was a very special year for U.S. Soccer, but also a special year for CONCACAF, and, I think, the Centenario, which was shown up there, and where the U.S. actually had a very good tournament, but it wasn't just on the field of play. I think my hat has to go off to the U.S. Soccer Federation and to its staff and to Sunil, because they, we basically pulled off a mini World Cup, as you say, in a six-, seven-month period. And I'm not sure that that could be done in any jurisdiction other than North America. And I say that as a proud Canadian, but also as a proud member of the North America fraternity, but also for

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1. CONCACAF.
2. So it was a tremendous event for all of us, and it gets me to the point -- and I see this all the time in our media in North America where there is always this debate of, Are we a football country? Has it arrived? It's the biggest joke I've ever seen in my life. This is a football country. United States Soccer is a football country.
3. I use that word, because it's the global word. And so you should be proud of that and what you have done as leaders in this country, in your own little way, whether it be in your club, at your district, at your state. And so I give you a round of applause, on behalf of CONCACAF for what you've done.
4. (Applause.)
5. MR. MONTAGLIANI: This year is also the Gold Cup, right around the corner, and the -- we will announce the groups on Tuesday morning at Levi's Stadium in San Francisco. So it's another exciting year for us at CONCACAF. Obviously, it will be a fantastic tournament, like it always has been, and we expect some great football to be played. The MLS kicked off this weekend with Portland winning last night, as we saw. Congratulations to Sunil, to you,
of the tremendous work he does behind the scenes --
his leadership is about service, not about power, and
I think that's one of the things that we need to
bring back to the world of football. I think that's
one thing U.S. Soccer can lead the way in that. I
know that Canadian Soccer can lead the way in that,
and I think that's one of the things that I think in
CONCACAF has to be done.
We do have a unique friendship between
Canada and the U.S. at all levels, and I think that
resonates in the relationship of a true friend, and a
ttrue friend -- you tell a true friend what he needs
to hear or what she needs to hear and not what they
want to hear. And I think that's the uniqueness of
the relationship between not only our countries, but
our federations, and that's why, quite frankly, we
get stuff done. And I'm proud to have that
relationship.
We have a unique opportunity in football.
There was a key buzz word -- and I know you guys are
going through some statutes reforms. Reform has been
probably the biggest word used in football in the
last few years. Again, we've done tremendous work at
the CONCACAF level. Sunil and I were on the reform
commitee, and there was a lot of work involved in
transforming CONCACAF and transforming our statutes,
but you have to live those statutes as well.
And, yes, reform is about transparency and
good governance and all of those things, but I think
we have to be mindful. And one of the things that
I've learned through my travels is that we have a
unique situation. When you come from a country like
Canada or the U.S., a lot of those things are
taken for granted, because of the world we live in,
and -- but, we also need to remember that it's
incumbent on us that when we do those things, we must
do it with empathy, and we must do it with humbleness
and that we don't, whether it's Canada or the U.S.,
we don't own the virtues of morality. But we have an
opportunity to teach them, at times, and also learn
from them, at times. And so whenever we go through
reform. I'm mindful of that.
And one of the things that football has
shown us is that there's no uniformity. Players, for
instance, which football is really all about at the
end of the day, players come in all shapes and sizes
and all ages. And I think we must learn from that.
And our football society, especially our CONCACAF
football society, must not seek the uniformity or the
regionalism that has existed in the past 55 years,
which has created intolerance and also mistrust, but
we have to cherish and seek human values,
understanding, compassion, and tolerance. And that's
what our vision at CONCACAF is.
We outline a vision called One CONCACAF of
41 member nations, 41 member nations that come
together, not as a region of the Caribbean or the
region of Central America or the region of North
America, but of 41. And this is based on that,
whether it's Canada, U.S., or Mexico, we are no more
important, but, however, no less important as well as
Belize or Bonaire. After all, the ball itself does
not speak a language nor is it from any religious
background, and that's the beauty of football.
We, as leaders -- and make no mistake
about it -- when I say leaders, it's not myself or
Sunil or Dan or Carlos, your vice-president. That's
not what I'm talking about. It's you. You are the
leaders. You are the leaders when you go home, you
have a responsibility. And your broad responsibility
starts and ends with the players, and you must keep
that in, mindful. And that's why I was very happy to
see when Sunil asked for the players that represented
the U.S. to stand up. But you have to remember that
those players live in the little players that you are
going to go back home to, your little boys and your
little girls. Some of them will not be national team
players. That doesn't make it any less important or
more important, but we have a duty to our players to
ensure that every decision we make is in their best
interests, not in the best interests of anything
else.
So I want to leave you with that, because
I know today you will be making some decisions, and
some decisions that you will also make when you go
home.
And on behalf of a former player, called
Victor Montagliani, who no longer can play; however,
I always like to say that I'd like to bottle the
12-year-old. When you are 12 years old, it seems
like you start picking your favorite teams, and you
start picking your favorite sport. And so I'd like
to bottle that, and take, and I want to leave that
with you. And when you go back home, make sure that
the decisions you make are not just in the best
interests of U.S. Soccer and the best interests of
your club, but it's in the best interests of that
little boy or little girl that has a right to play
this game, but also has the right to flourish in the
game and become whatever they want to become. And
that is your responsibility as leaders of U.S. Soccer.
So I thank you again for your kind reception. I thank you again for your hospitality. And I wish you–all the good deliberations today, and we’ll see you later on in the day. Thank you very much.

(Appause.)

PRESIDENT GULATI: Thanks, Victor.
We will continue to do many things together, whether it’s the NWSL or CONCACAF and Gold Cups and so on. Victor did mention that we’re actually very, very honest with each other. You went over by about 90 seconds. We’re going to live with that.
Okay. Reports of Officers and Committees. You have got those in your books. So we will dispense with those, other than a few that I will make, if we can cue up that video and turn the lights down a little bit, that would be good, to just give you a few thoughts on some things that have happened, some things that are happening, and some things that I hope, I hope will happen that you agree with me, that those should happen.

Germany. You could watch the World Cup in 1986 on weekends at NBC. Now, you can see 3,500 different games at the professional level on television every year in the U.S., from virtually every country in the world, whether it’s youth games in the U.S. or games around the world, extraordinary changes, and the rest you could see on-line, if you want, from just about anywhere else in the world.

Half a million fans watched our teams play, the national teams last year. That’s extraordinary from where we were 30 years ago. That’s changed. Our consumers, if you will, our fans are an important part of all of this, as well as players.

As Victor mentioned, we’re the number one team in the world. It’s also the highest drawing women’s team in the world by a wide margin, and they will play in a few hours again at a sold-out Red Bull stadium in New York. It will be a little cold there, but we will be playing in the SheBelieves tournament in a sold-out game of 26,000 in New York – that’s pretty good – against England.

(Appause.)
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<td>seven months. And it was seven months, because of the number of issues that CONCACAF and CONMEBOL and the international game faced regarding criminal indictments against a number of people who had signed documents to create this tournament. And for some months, several months, the U.S. Soccer board, those of us that are here, wrestled with whether we should do this competition or not. We knew we could do it successfully, but did we want to be dealing with anyone who might have been involved? And sure enough, there were more indictments after we agreed to do it. But we pulled it off, great tribute to Jay Berhalter, who was the CEO of the event. By far the most successful Copa America, which has been around for 100 years, happened on seven months' preparation, and our team did pretty well until Argentina showed up and we didn't, unfortunately, in that game, but we had a great tournament, in the stands. Financially -- and we will talk a little bit about that later on -- a huge success for both CONCACAF and the U.S.</td>
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<td>Two billion dollars in infrastructure, primarily through Major League Soccer, but also through the USL building venues. And in a number of those cases, we have NWSL teams now that play in brand-new, soccer-specific stadiums, along with an MLS team. It will happen when NWSL kicks off in a few weeks. It happened yesterday, not with the soccer-specific stadium, but one that's been refitted to do just that. $2 billion. Red Bull today and a number of those games that MLS is playing in their opening weekend, this weekend, are in brand-new stadiums. A number of you have been to them, and seen them, and these are the state-of-the-art. That's Red Bull Stadium where the women will play in a few hours.</td>
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<td>working this week? (Applause.) PRESIDENT GULATI: Thank you, Governor Christy. Soon to be ex-governor Christy, almost, Attorney General Christy, but not quite. All right. Jersey will now be quiet. That's where MLS started in '96. That's where MLS is today. '96/today. 22 teams and growing, 16, 17 of which have soccer-specific stadiums, two that play their first games this weekend. Atlanta opens this weekend with 28,000 season tickets sold in a brand-new -- they won't play in the brand-new stadium today, because it's not quite ready, but they're expecting to sell out a game for a soccer team in the United States in a big stadium. That's what the whole map looks like, with the NASL and the USL. And there's obviously large parts of the country still geographically that don't have teams, but they're not population centers. Demographics, numbers don't work in those places in the same way they do elsewhere. What else has changed? Women's league. Starting its fifth season this year. We had two previous leagues that lasted three years, ten teams, two new ones. Since kickoff, one that has just moved to North Carolina. Some other things that we'll talk about with the women's league. That's one of them. A major new deal announced a few weeks ago with A&amp;E. Lifetime will carry 20 games on Saturday afternoons plus playoff games for our Women's Soccer League. That's extraordinary. (Applause.) PRESIDENT GULATI: And to be clear, this doesn't happen without a talented group of athletes which helped us get this launched, but it doesn't happen, not with 80 percent certainty, but with 100 percent certainty, it doesn't happen except for the direct involvement of U.S. Soccer to make this happen, direct involvement, meaning cash, resources. Dan oversees a lot of this from his office; Lisa Levine oversees big parts of this; U.S. Soccer staff. So we have helped fund this thing. We have helped put this deal together. The woman in the middle, next to Christie Rampone and Jeff Plush, is the president of A&amp;E. The woman all the way on the right is Lyn Williams. She scored the goal a couple of</td>
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<td>days ago, her second career goal for the U.S., and will hopefully knock another one past England today, was part of the announcement there, and naturally, they stuck me next to the tallest player, but that's okay. That's okay. A few events. There's a few of you from Illinois that recognize that -- and a few others -- go back to '94, Germany, Bolivia. Dan was running that venue before he came to work for U.S. Soccer, opening game of the World Cup. President Clinton sat at that game. And then a few things of where we are today, specifically. So that's our mission statement. Sometimes, we just get lucky with the pictures we use. This is Christian Pulisic, who happened to score a goal for a team called Borussia Dortmund this morning, as they won 6-2, in front of 79,000 people. This is an 18-year-old that grew up in Pennsylvania. He plays in Germany, and he's a player. That's our financial side. Pretty big growth since that 1986 period, 2 million to $94 million. And that's, actually, in some ways, even more important, because what it shows is that, and there's bad things about that. There's bad things about that, at the commercialization, perhaps, the use level, and we talked about a lot of those things, and everyone is paid as a coach, and that's not necessarily bad, I'm not saying it is, but there are some things that are good about that and some that are, perhaps, negative. Our sponsors. Back in 1986, we had one, one and a half. One of them was a company that Dan worked at: Anheuser-Busch, Budweiser was a sponsor. And Adidas was a sponsor of ours for a long time. Now what we get from our commercial partnerships is roughly 50 percent of our budget. That's from Nike and our agreement with SUM, which represents us in our television and marketing interests, and a blue-chip line of sponsors that are at every game and, hopefully, activating, because more important than the money they give us is still what they do around games, what they do to promote our athletes, and those marks. Television. There are very few things any of us can do in the room that are as important to the sport as media, in terms of promoting our brand, getting kids excited about playing, good habits about diet, or about behavior, whatever else, than what they see on television or on social media. And in that picture, you have got two of our former national team players, a World Cup champion, as well as Alexi Lalas, who played in multiple World Cups for us and was one of the early players in MLS. They're both on Fox. Stuart Holden, who stood up earlier, not only played for us in the World Cup, but is a television commentator. Lots of people we reach in something other than television, those social media ways. Carli, who just won her second straight Player of the Year, World Player of the Year, and how important that is, and what people are doing on Instagram, or Snapchat, or Facebook, or ten other things that those of us that have been at 30 or more of these have no idea what they are. Seven straight World Cups for the men. That's a lot. I wish Decio De Maria were here, because that's germane, as he's preparing for the Mexico game. And the men, people say, Well, the men haven't been that successful. The men are...</td>
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<td>that we have become a mature organization, and not only a mature organization, but a business. Because if you look back at where we were in 1986, 57 percent of our revenue was from registration and international games, taxation of those international games; very little from marketing and sponsorship; the others, primarily, coaching schools and referee programs. And they were such a large percentage, because the denominator was so darn small. And now if you look at where we are, with 82 percent of our revenue directly tied to Men's and Women's National Team events and sponsorship and television around that, fees, dues, are a very small part of it. International games is a very small part of it. And those coaching and referee programs are a very small part of it. So now we look much more like an England or a Germany or a France or an Italy or a Brazil and a less like a developing country where most of its money is coming either from the government or from registration fees. So this is now a business in a way that is very different than it was. The sport is a business. And there are good things about.</td>
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Big issue across the board for

some more, if we want to continue to accelerate
the rate of education at the top level.

Development Academy. Tenth season.
A lot of you know about that, a lot of angst
about it when it started, much less now. As you
can see from the map, far more organized in the
population centers. And this year, we will start
a Girls' Development Academy. The reasons we
didn't start it at the same time, we don't need
to go into those, but we will have a Girls
Academy in the fall.

The big issue and something that's
been important to us is the pay-to-play model.
We can't change that overnight. The economics
are too heavy to change it overnight. We could
have 40 teams in Major League Soccer, and we
wouldn't have a fully funded program. You-all
know that better than we do. When you have got
hundreds of elite teams, to think that we'd have
a model that, overnight, is not pay-to-play, or
at least partial pay-to-play, it would be
fatuous.

But we now have a number of teams or
a number of clubs that are no longer pay-to-play.
A little issue there, when it's an MLS owner that
can see from the map, far more organized in the
population centers. And this year, we will start
a Girls' Development Academy. Tenth season.

Some things we have to worry
about. In the academy programs, we’ve been able
to add a bunch of scholarships in conjunction
with Nike and will continue to do that in the
same way that a college runs the financial aid
program. Send us some forms, back it up, if we
ask, with tax forms, and we'll make sure you can
play. Because we all know the cost of
participation, especially, at the elite level has
grown dramatically over the last 25 years.

Something we have done in the last
few years, a development program, not player
development, in this case, but resource
development. Donors. So, the gentleman here set
up a seven-figure endowment, a million dollar
pledge, to help fund programs in the name of his
father-in-law, and Jill in the middle.

Big issue across the board for

year, 120,000 people do an on-line course for the
F license, and we've greatly revamped our other
programs. That's the participants in our first
Pro license. Dan wasn't actually taking the
course.

And in that picture, you have got
multiple players who played in the World Cup for
us, multiple players who played in multiple World
Cups for us, and a number of our coaches in MLS,
some of who have been on our Board of Directors,
Peter Vermes, Hall of Famer on our board, played
in the World Cup, coaches in the league. Greg
Berhalter played in the World Cup for us. We
couldn't get him on our board, so we asked Jay to
sit up here in place for him, after running Copa
America and a number of others.

Changing our, at the top end -- I
mentioned the F license -- at the top end, adding
additional hours and training, because we believe
that coaching education is absolutely critical to
the things that we want to get done on the field.
Absolutely critical. And frankly, we have a
bottleneck. We don't have enough top-level
people to do top-level teaching. And so we've
had to import some of those, and we'll have to do

nothing needs to be said there. It's
as good as it gets.

Referee program. At the top level,
Pro, this partnership with Major League Soccer
and the Canadian Soccer Association, how do we
prepare our top referees and officials for
high-level competition, whether it's at the
professional level or even beyond that. And it's
a unique partnership. The only other one that's
like this in the world is England. We modeled it
after that. Still lots of wrinkles, and we need
to do a lot of things below it, but it's an
important piece of the puzzle for us.

Coaching. We now had in the last

one of only five countries in the world, in the
world, that have played in the second round of
the World Cup three times this century. The
others: Brazil, Germany, Argentina, and Mexico.
That's pretty good company, with all due respect
to Spain and Italy and France and England and a
number of others of soccer powers. We've done
just fine. We want to play a little bit longer
in those tournaments. Actually, right now, I
just want to make sure we get back to that
tournament and then play a little bit longer.

Nothing needs to be said there. It's
as good as it gets.

A little issue there, when it's an MLS owner that
father-in-law, and Jill in the middle.

pledge, to help fund programs in the name of his

Donovan, that's one thing. When it's all of you,
or one of your clubs that does that, and it's by
taxing the wider population, that's problematic,
potentially, because now we have kids that don't
enter into the program.

So some things we have to worry
about. In the academy programs, we've been able
to add a bunch of scholarships in conjunction
with Nike and will continue to do that in the
same way that a college runs the financial aid
program. Send us some forms, back it up, if we
ask, with tax forms, and we'll make sure you can
play. Because we all know the cost of
participation, especially, at the elite level has
grown dramatically over the last 25 years.

Something we have done in the last
few years, a development program, not player
development, in this case, but resource
development. Donors. So, the gentleman here set
up a seven-figure endowment, a million dollar
pledge, to help fund programs in the name of his
father-in-law, and Jill in the middle.

Big issue across the board for
March 4, 2017
Wailea, HI

1. sports, but one that's especially important for us, because there's such little data out there, the whole safety and concussion issues. We are leaders in this. There is no doubt in my mind that a number of countries in the world will also adopt some of the rules, they may change them a little bit, that we've done on safety for young players on limitations on heading, on prohibition on heading at certain ages because, frankly, we just don't know yet. And until we know a little bit more, then we're going to err on the side of safety and precaution, caution, when we're talking about young players and potential long-term effects. So we'll continue to do that. We have got a medical conference that we've organized next month, and we did that long before we had any litigation issues on this. So I want to be clear about that. So we had a settlement that was widely publicized, a number of the organizations here were defendants in that. Some of the things that got resolved in that were already in the works, had already been done, but we were able to put them all into a package, and thanks to those other member organizations who helped participate in this.

Helped participate in this.

1. The last two years have been really difficult in the international soccer community. Now we haven't had anyone involved in any of those things, anyone remotely indicated as being involved as a target, and so on and so forth, and our governance has been pretty darn good, relative to most countries around the world and even most organizations under the U.S. Olympic Committee. We know that because we've asked them that. But still we decided to relook at everything that we do on governance and did three major projects. One was we asked Latham & Watkins, our outside law firm, to do an internal compliance review. Look at everything we do, from the way we hand out tickets at games, to the way people travel, are there any conflicts? All of that.

Then we asked McKinsey, an internationally renown company, to look at how our board functions, our board functions with itself, it functions with staff. Out of that, came a number of things, and I think the folks next to me and behind me would agree that we operate better. And, by the way, a big part of that.

Now we haven't had anyone involved in any of those things.

1. We had an outside group come and do that, evaluate people, work with them. And they're continuing that effort and will continue to do that as we emphasize human resources. The growth of the game, the growth of the Federation is happening very quickly, and we haven't been able to keep pace internally in all areas. We need outside help. As is true for any organization, whether it's Apple, or U.S. Soccer. And we're getting that help, and I think we'll continue to adjust accordingly.

Let's just take a quick look ahead. Some of the things that we want to try to do, that I want to try to do, that I want to share with you now, and hopefully, have you support us in.

We have 21 national teams. This one is actually a really important picture for a number of reasons, one that I will come back to, because if you look at that picture, there are players of all different shapes, sizes, and colors. We have 21 national teams, and we haven't had any on the men's side win a World Cup. We have had multiple teams on the women's side win World Cups, at the Under-20 level, at
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1. Olympics, at senior women's national team level. So we need to be in a situation where we are consistently succeeding, and that means obviously qualifying for everything and getting deeper into the tournaments.
2. And for the women, that may mean something different today. For the women, if you are not in the final, it's already not a success, given where our program is, so when they lose in the quarter-finals to Sweden, it's a national disappointment.
3. When the men got to the quarter-finals in Korea, it was a national success. So there's different benchmarks. But we need to continually get better, because it is not the case that our 17- and 18-year-olds are as good as anybody's in the world. That's a misnomer. It's just not true. We can prove that pretty easily. Maybe our 10- and 11-year-olds are, but there's something that happens between then and that next big age group, because we haven't won any world cups at the U-17 on the girls' side or the boys' side.
4. That, this slide gives you an idea of what we're up against, especially on the men's side. So what does this slide tell you? This is the number of players that are playing in the top five leagues in the world. And today MLS is not one of those leagues, and if Don Garber were here, he wouldn't be offended by me saying that.
5. So we have 13 players playing in the top five leagues in the world, England, Spain, France, Italy, Germany. France has 396 players playing in that league. So when they pick an All-Star team, they get to pick from 396. When we pick an All-Star team, we have those 13, plus obviously the players that are playing in Mexico or the U.S. We don't match up very well player for player, yet our results are much better than that, because of so many of the dynamics of team chemistry, determination, and so on and so forth.
6. Now, this doesn't mean that all our players should go abroad, by any stretch, but it means MLS needs to continue to get better, and it will, but that's what's happening when we expect -- whether it's Jurgen Klinsmann or Bruce Arena or Bob Bradley or anybody else, or our next coach -- to go out and play against one of those teams. Playing against the players we're not playing the good teams, we're playing the best.

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1. The chemistry, determination, and so on and so forth.
2. And for the women, that may mean qualifying for everything and getting deeper into the tournaments.
3. And all of you are dealing with this, and we're going to talk about some things that affect millions of players and tens of thousands of coaches in a highly professional way that we can reach that audience and increase the number of people who are training young players.
4. So we have 13 players playing in the top five leagues in the world. And you look at a line-up and it's Barcelona and Real Madrid and Manchester United and Juventus and PSG and Leon and Bayern, that we're up against, we're not quite there yet. And so to expect results which we do, which I do, is setting the bar pretty high.
5. Coaches. Again, we got lucky with the slide. This is Tab Ramos. If you don't know, he played for us in three world cups, the first player to sign in the history of Major League Soccer, and three days ago, his team, the Under-20 team, did something we have not done in 30 years in an official competition -- and I really wish Decio were here -- we beat Mexico 1-0.
6. (Applause.)
7. PRESIDENT GULATI: Mexico hasn't lost a game in the Under-20 competition in nine years.
8. It's world champions of that age group, so it was a big result. And yesterday, they beat El Salvador. So they're playing in the championship tomorrow. Tab's played for us at the international level, coaches for us at the international level, and is now the first coach

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1. To qualify for three consecutive Under-20 World Cups. So hopefully, that team will do well.
2. But this slide is about what we want to do on the coaching side in terms of training more coaches. We want to get that number up very quickly over the next five to seven years.
3. You can see where the growth is, but we want to take that number up six-fold in five years. Now, a lot of that will be entry level, but that's where our players are.
4. And all of you are dealing with this, and we're going to talk about some things that affect millions of players and tens of thousands of coaches in a highly professional way that we can reach that audience and increase the number of people who are training young players.
5. Same for referees. You can see this is relatively flat over the last few years.
6. Well, if we're increasing the number of players -- and we will talk about that in a second -- and want better officials, we also need more officials. You folks from Eastern New York one of those leagues, and if Don Garber were here, he wouldn't be offended by me saying that.
7. So we have 13 players playing in the top five leagues in the world, England, Spain, France, Italy, Germany. France has 396 players playing in that league. So when they pick an All-Star team, they get to pick from 396. When we pick an All-Star team, we have those 13, plus obviously the players that are playing in Mexico or the U.S. We don't match up very well player for player, yet our results are much better than that, because of so many of the dynamics of team chemistry, determination, and so on and so forth.
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**Page 48**

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6. Well, if we're increasing the number of players -- and we will talk about that in a second -- and want better officials, we also need more officials. You folks from Eastern New York
looked at the numbers. You are 46 or something, in referees per player. And, by the way, I had to referee a game for my kid's game, because the referee wasn't there, which was the one that really irritated me. Now, they won naturally, on three penalty kicks, but... and two of the penalty kicks, my kid missed, but he retook because the goalkeeper moved.

So we've got to increase the number of referees and officials.

Professional game. Fantastic. We have had this huge growth. MLS is going to have to have some big numbers. USL has grown dramatically. NASL is growing, hopefully, this year, but it's not all stable. We lose some teams now and then. That's not a good thing.

And we know what the balance sheets and the income statements of those teams look like. They're not pretty, for the most part, and, generally, unless you are making money or think you're going to make money or are delusional, you don't run that business for very long.

So we need stable teams. NWSL, as I mentioned, wouldn't be there if we hadn't supported it in a financial way. And by

relationship with Children's Hospital in Kansas City, and we're trying to think about some more things that we can do in that facility that is going to be important.

One big facility. We had a Hall of Fame that used to exist in Oneonta. We will have another one next year at a stadium that has a lot of traffic, which means there will be a lot of people around in Dallas or in Frisco -- sorry about the New Jersey/New York thing -- in Frisco, not in Dallas, and that will open next year, with funding coming primarily from local authorities, as well as the Hunt family, which has done an extraordinary service to the game over the last 50 years.

And a program that I'm very, very proud of -- things that we do around the world -- one of them is in conjunction with the State Department, the one that says State Department Envoy Program. Those are countries where players and coaches have gone over the last year, and if we made that five years, you would see another 20 countries listed. Fantastic program.

So the players here have participated in it. And on the other side are countries that

supporting it, what we've done is lower the losses of the people that are putting money into the league, which is the owner; one or two make money, but it's not as if three-quarters of the teams in professional soccer are making money.

So if we look at all of those teams, 20-plus in MLS, 30-plus in the USL, 8 in the NASL, 10 in the NWSL, there's not but a handful that are cash-positive. So we need them to be more stable, because they are a critical part of the growth of the game in the United States, of our national team programs, of kids getting turned on to it, about having spectators that want to buy merchandise, about people watching games on television, they are a big part of that, about building stadiums that our national teams can play in and have a home crowd and so on.

Infrastructure. You see Soccer House on the right. You see Stub Hub Center, which is our national training center in the middle, and then a new development in Kansas City, the new coaching center, that we will have. Phenomenal, state-of-the-art, put together by an MLS owner who believes in the sport, who believes in child safety's medical technology business, a great
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with good programs.

The two important pieces of this, of
this incubator program, one is aligning with the
objectives that we've laid out, aligning with the
Federation's objectives. That doesn't mean
directives, but objectives. These are the sorts
of things we're trying to do. Are you in
alignment with us? That will be a big part of
the scorecard, if you will, in evaluating these
programs. And the other is something new and
creative that may be scaleable and transportable.

So we're not going to, in this
program, fund the field. There's other ways to
do that. You're going to have to use your money
or local money, or public, parks and rec money,
or foundation money, but this might be, let's try
a pilot program in Washington or in Virginia or
in Connecticut, over the next three years, to
grow player numbers or referee numbers or inner
city or whatever it might be, and we'll fund it.

You will have to put a little bit in.
Maybe it will be three to one, and we'll pay for
most of it, but the idea is to find things that
can do about it. Is it a national TV commercial,
or is it a grass-roots program, or is it Under-20
games on television? Or is it one of our
athletes doing a TV commercial or doing a PSA or
whatever? And we're going to figure some of
those out in conjunction, especially, with the
youth groups here. That doesn't mean the adults
aren't part of it. It just means a big number,
as we know, and the place of opportunity,
numbers-wise, is on the youth side.

So we're going to look at this. And
we spent some time with the leadership of all of
the youth organizations here, about figuring out
what's going on. We all have theories of kids
not entering or why they leave and all of those
sorts of things. But the second part of that is
finding data to back that up. That should be the
first part of it. And then what do we do about
it? Because part of our mission is to grow the
game. And that doesn't just mean new players.
It could be retention of players. It could mean
those players that are playing in unaffiliated
programs, all of those things that we have talked
about forever and done very little about. And
we've got to figure out, is there something we
can do about it? Is it a national TV commercial,
or is it a grass-roots program, or is it Under-20
games on television? Or is it one of our
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numbers-wise, is on the youth side.
going to get some outside professional help to
help us on things that we may do, but most of
that is not going to be the Athletes Council
saying at least one of our two vice-chairs has to
be a female, and they have done that, which is
fantastic. It’s not going to be me saying to the
group that’s helping us find independent board
members, almost everything short of send us -- if
you don’t send us a diverse candidate, don’t
bother, and that means you’re not getting paid.
It’s been pretty close to that. Because the big
numbers on all of this and the training and the
opportunities are at your level and at the
grass-roots level. So we can have a Rooney Rule
that says every top position at U.S Soccer, you
must interview at least one female or racially or
ethnically diverse candidate, but unless you are
doing it, unless your clubs are also giving
opportunities at the executive director level or
director of coaching level or a club director
level, it’s not going to get anywhere.
And so this isn’t only on you,
because we’re going to have to be part of this as
well, but it is an extraordinarily important
topic for me, for the sport, and, frankly, for

with a different trophy. That would be a really
nice picture. And we’re talking about every day,
when I wake up, I think about how we make that
picture happen, as all of you do. And that
doesn’t mean I don’t think about Youth Soccer or
recreational soccer or concussions; all those are
pieces of it.
So what is the long-term plan? Well,
we would like to make that happen. Preferably we
would like to make it happen on American soil,
which makes it a little bit easier to happen,
first of all, but also makes everything we do in
the sport -- and you probably know we have been
having some conversations with some friends of
ours as well on why it might be really good to
make that happen in the United States and in
Canada and in Mexico, why it would be good for
the sport, why it would be good for us, why it
would enhance the likelihood of it being in North
America.
So we’re still talking about that.
And for those that haven’t been following the
story, we’re talking about the 2026 World Cup in
the United States and whether we can host it
here, and it’s now in its expanded format. And
and so forth.

So it's not about the 31 days and
what is now 80 games in the World Cup, under the
current format. It's about that eleven-year or
nine-year lead-up -- actually, eleven, because we
started talking about it two years ago -- and in
some ways, 16, because I started thinking about
it the day that the president of FIFA pulled out
a five-letter word called Qatar out of an
envelope. It wasn't a four-letter word; it was a
five-letter word.

That would be really cool. Now, the
trophy that DaMarcus Beasley is holding isn't the
World Cup. It's the Gold Cup. That's a pretty
cool trophy. But that other one is really,
really cool.

And the one next to that, we've got
that. There's a few players over here that have
held that one and had Olympic medals or World Cup
medals in this picture. And the guys on the
right still dream about that. But that's what a
lot of us dream about, I think, and it's what a
lot of people in the game and our television
partners and our sponsors dream about it, and
even the recreational players dream about,

Ashlyn Harris, one of our national team
goalkeepers on the women's side; if we could run
that video, please.

(Video shown.)

(Applause.)

PRESIDENT GULATI: How many of our
Olympic and World Cup athletes have been on one
of these? A few of you? All but -- and Cindy as
well -- all but Stuart. Thanks, Stuart. Thank
you-all for doing that. We will get Stuart on
one of those programs. It's really an
extraordinary program, and I think you saw just
how extraordinary through Ashlyn's eyes and
words.

Okay. We are on to new business.
And I will turn the floor over to Mr. Cordeiro,
our Vice-president and Treasurer. The first
order of business is the budget for 2018.

Mr. Cordeiro.

MR. CORDEIRO: Thanks, Sunil.

Good morning everyone. By way of
introduction in 2016, the long-standing Budget
Committee was absorbed by the new board Finance
Committee, which I chair. Sunil already referred
in his remarks to the governance changes we

because they knew who Landon is, and they knew
who Mia was, and they knew who these players are,
you need to be in favor of it.

We go on to a quick video from that
international relations program I mentioned,
i introduced last year, one of which was the option
of four standing board committees, including
finance. One of the main responsibilities of
this committee is to review and propose the
Federation's operating budget for approval.

Now, you-all have a copy of this
year's budget in your Book of Reports.
Yesterday, we met with a handful of council
members, which I hope addressed any outstanding
questions.

Just in summary, today -- and Sunil
has already alluded to this -- U.S. Soccer
continues to find itself in a financially strong
position from the successful capitalization and
increased fan and sponsor interest across the
United States. We are operating close to
break-even on an annual basis as our commercial
successes are balanced by the increased
reinvestment in our sport.

Now, in the current financial year,
which ends at the end of March, we approved an
overall budget of $98 million. That's operating
and nonoperating revenues and expenses. We are
now projecting an operating surplus of about 4.3
million, favorable to this budget by 1.7 million.
The nonoperating surplus, however, is projected to be $44 million, favorable to budget by 26.8 million. This very large swing was driven by the extraordinary success of the Copa America Centenario tournament, which generated or will generate $46 million for the Federation.

The newly established membership grant program, which Sunil referred to, will now act as a platform for many of your organizations to secure funding for specific projects.

In its first year of operation, we have included a nonoperating expense item of $3 million in the fiscal year '18 budget. At $106 million, this overall budget is 8 percent higher than fiscal year '17 and will have an operating deficit of about 1.87 million.

So all of that together was discussed and debated at the Finance Committee, which we met back in November. This was then sent to the full Board of Directors in December for their approval. We added, at that meeting, an accounting recognition of the men's national team coaching change, and of course, the inclusion of the membership grant program I just referenced.

The materials presented in your Book of Reports reflect all these additions and is being recommended by the board for your approval.

If there are any questions, I would be happy to answer them, and if there are none, but before I ask for a motion, I would like to thank our Finance Committee members, all of whom are here on the podium with me, but frankly, none of this would really have happened or been possible without the tremendous efforts of our U.S. Soccer staff. The preparation of $100 million budget is really an overwhelming process and requires contributions from every department under the leadership of Dan, Jay, and Brian, and of course, our finance staff, led by Eric, Lisa, and Marc Bahnson.

So on that note, if there are no questions, can I ask for a motion, please.

MR. CORDEIRO: Let me, I will make a very general comment, and then maybe ask Eric to step in. The $6 million is really more of an accounting recognition. So basically, we're accruing, what we owe Mr. Klinsmann, we are accruing all of that in one year. The actual cash differential is much closer to two million. Does that help?

MR. CORDEIRO: Two other comments. That number still could change. There is a mitigation clause. So we recognize the entirety payment, and there could be offsets against that. I hope it will never be 12 million, but we had this issue in the past.

There are very few -- it's a -- it's part of the costs of doing business in the big leagues, to be quite honest, so... Okay.

MR. CORDEIRO: So, I think, we already have a motion, yeah, Marino. And do you want to take it --

PRESIDENT GULATI: So we have a motion to adopt the budget.

UNIDENTIFIED SPEAKER: Second.

PRESIDENT GULATI: And by the way on the coaching thing, I should mention that was Dan's decision. All the presidents in the room know exactly what I'm talking about, right? The Executive Director's got to take one for the team. Come on, we all know that. And Dan, when he goes back, will say, Listen, it was really Jay that decided that, and then we go from there. By the time it's over, it's one of you that was at fault on this.

Okay. So all in favor of approving the budget; anyone against?

(Motion passed.)

PRESIDENT GULATI: Okay. Dan just sent me a text and said he had the recommendation on Jurgen from Stuart Holden, so I don't know, who apparently couldn't go on the national team trip, because you were making the recommendation on the coaching, I got it. Okay. All right, then.
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Life Member Nominations. We have two extraordinary people, who have been part of the organization for many years. You have got the data in the books. I don't think we need to have a motion. That's been essentially put on the floor by the board. Why don't we do those one at a time, one of them is not here, and we will recognize the second after going through this formally a little bit later in the program.

So first we have the life membership nomination for Mike Edwards, a long-time vice-president and many, many other things. All in favor say aye; any opposed?

Thank you.

(Motion passed.)

PRESIDENT GULATI: And then Mike is not here today, for Bruno Trapikas, again you have the information and the multiple nominations. All in favor; any opposed?

(Motion passed.)

PRESIDENT GULATI: Bruno, are you here? Where are you? Where is Bruno?

So Bruno Trapikas, welcome. Thank you.

(Applause.)

extraordinary. And we got very, very lucky with the people we had on board. Carlos was an independent director and is now our vice-president. Fabian Nunez, who at the time, was the speaker of the California General Assembly, has been an extraordinary board member for us, and Donna Shalala, who is not here, who all of you know.

When Carlos was elected last year, we had an opening. We took some time in filling that. About a month ago, we asked Val Ackerman, whose bio you see on the board, to fulfill the remainder of Carlos' term, and now we are putting her forward to be elected to a full two-year term.

Separate and apart from that, Fabian is timed out under our new bylaws, or what I presume will be our bylaws in an hour or so, and so we will have another opening. And we have asked Heidrick & Struggles to look and help us find diverse, capable, committed candidates. So we will have a shortage of one for a little while, but for today, the board is unanimously nominating Valerie, Val Ackerman.

A number of us know Val, an extraordinary advocate for gender and everything else, currently the Big East Commissioner, but a member of FIBA in the past, ran USA Basketball, commissioner of the WNBA, trained lawyer, top-level player at the University of Virginia, and a whole bunch of other things, and she will be an active and capable participant. Actually I'm sure a couple of our athletes know her very well.

So, unless there are any other nominations, I'm going to declare nominations closed and would ask for your approval and election of Val Ackerman to join the board. All in favor?

Thank you.

Done by acclamation in that case.

Affirmation of Federation Policies

Adopted Since 2016. Two of those are in your book, and this is the part of the meeting where we, the board takes action, they have to be sort of confirmed by the council; that's what we're doing here. One of those policies did not make it in the book because it was approved in the last 30 days, if we could post that on the board, regarding the National Anthem. We met with the
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<td>1. weren't quite ready a year ago, because we wanted</td>
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<td>2. the new policy that was approved by the board</td>
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<td>5. (Applause.)</td>
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<td>7. yesterday at the Athlete Council meeting what if</td>
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<td>8. a player doesn't, and, you know, I didn't have</td>
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<td>10. answer is, I hope we never have to confront that</td>
<td>11. with him or know him, you will understand what I</td>
</tr>
<tr>
<td>11. situation. So that is the new policy.</td>
<td>12. mean by all that.</td>
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<tr>
<td>12. And if we can now take a motion to</td>
<td>13. So with that, Paul, if you could come</td>
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<td>13. approve all three of those, approving the actions</td>
<td>14. up and take us through this process.</td>
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<tr>
<td>14. of the board, then we're in good shape.</td>
<td>15. Paul Burke, Chairman of the Rules</td>
</tr>
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<td>15. Do I have a motion to that effect?</td>
<td>16. Committee.</td>
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<tr>
<td>16. UNIDENTIFIED SPEAKER: So move.</td>
<td>(Applause.)</td>
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<td>17. PRESIDENT GULATI: Thank you. Anyone</td>
<td>17. MR. BURKE: Thank you, Mr. President,</td>
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<tr>
<td>18. obj ecting to that? Those are approved by</td>
<td>18. and good morning to everyone. I appreciate the</td>
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<td>19. acclamation. Thank you.</td>
<td>19. opportunity to serve as your rules chairman. I</td>
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<td>20. We are next to the point of proposed</td>
<td>20. thought it would be appropriate to start with</td>
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<tr>
<td>21. amendments to the Federation bylaws, which you</td>
<td>21. some disclosures on my part, however, and that is</td>
</tr>
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<td>22. have had for some time. As a quick</td>
<td>22. you should know that each of the councils</td>
</tr>
<tr>
<td>23. introduction -- and it will be very quick, since</td>
<td>23. assembled here today, own a piece of my heart. I</td>
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<tr>
<td>24. Paul Burke will give you a further one -- we have</td>
<td>24. live in the capital city of Utah, and Real Salt</td>
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<tr>
<td>25. been on this process for about two years. We</td>
<td>25. Lake, of the Professional Council gets my</td>
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<th>Page 75</th>
<th>Page 76</th>
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<tbody>
<tr>
<td>1. loyalty. I was the president of the Utah Youth</td>
<td>1. world class as we want the organization and our</td>
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<tr>
<td>2. Soccer Association, after being a bad player, a</td>
<td>3. teams to be.</td>
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<tr>
<td>3. yelled-at referee, and hopefully a decent coach</td>
<td>4. Through that process, we have</td>
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<td>4. for many years.</td>
<td>5. identified inconsistencies that have arisen</td>
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<td>5. My player past at the adult level is</td>
<td>6. because of years of drafting amendments on top of</td>
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<tr>
<td>6. held by the Utah Soccer Association. Bill</td>
<td>7. amendments, laws in the real world have changed,</td>
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<td>7. Bosgraaf has my pass available for transfer, but</td>
<td>8. and we've needed to update the bylaws in certain</td>
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<td>8. I don't think he's gotten any calls, and the only</td>
<td>9. areas to reflect changes, in state and federal</td>
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<td>9. callup I have ever received was to go to the</td>
<td>10. laws, and we've tried to eliminate redundancies</td>
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<td>10. stands, and that's where I root for our world</td>
<td>11. and potential potholes in our bylaws. Next</td>
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<tr>
<td>11. champion women and the men that we think are</td>
<td>12. slide please.</td>
</tr>
<tr>
<td>12. destined some day to hold a world championship.</td>
<td>13. This two-year process has really been</td>
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<td>13. So with my disclosures done, we will</td>
<td>14. a comprehensive one. The Board of Directors</td>
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<td>14. move to the bylaw projects that the president has</td>
<td>15. commissioned the project, assigned outside,</td>
</tr>
<tr>
<td>15. described to you.</td>
<td>16. retained and assigned, outside experts to provide</td>
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<td>16. I want to thank all of the councils</td>
<td>17. recommendations and initial drafts; those</td>
</tr>
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<td>17. for having invited me to address them yesterday,</td>
<td>18. included consultants, an outside law firm. Those</td>
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<td>18. and hopefully, some of the feedback we received</td>
<td>19. proposals were then referred to the Rules</td>
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<td>19. yesterday will allow us to move through this</td>
<td>20. Committee for an initial process that was a year</td>
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<td>20. process.</td>
<td>21. ago and then continued well through this year.</td>
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<tr>
<td>21. So, as you've heard, we have been</td>
<td>22. The Board of Directors has had an</td>
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<td>22. working through a comprehensive review of the</td>
<td>23. active part in that process, has reviewed all of</td>
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<tr>
<td>23. Federation's bylaws in the last two years, and</td>
<td>24. these proposals in detail on at least three</td>
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<tr>
<td>24. the Number 1 goal is to have the bylaws and</td>
<td>25. occasions, and formed a subcommittee last summer</td>
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<tr>
<td>25. governing documents of this organization be as</td>
<td>26. that included John Collins from the Board of</td>
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U.S. Soccer Federation
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Directors, the Federation's legal counsel, and yours truly.
And finally, last fall, the board formally adopted the proposals that we will discuss this morning.

All of them have been recommended to you, unanimously by the Board of Directors, and unanimously by the Rules Committee.

As you know, the packet is almost an inch thick. So we wanted to figure out the best way to work through this process. Some of the bylaws that we addressed through this process really do have substantive impact, and if they do have that kind of substantive impact and have been judged that way, they will be considered individually today.

If we also have a large packet that I hope will just be adopted by consensus of items that are more on the housekeeping level, but yesterday -- if we go to the next slide please -- yesterday through the Council process, we learned that there was at least one pair of bylaws that raised some concerns, so we're pulling 531 and 532 from the consensus group to have them individually considered when we get

so that candidates can be vetted to make sure that they are of suitable integrity to serve the Federation and also to give all of you an opportunity to be aware of candidates before a council meeting.

There -- if I can go to the next slide. We expect that there will be a proposed amendment to this bylaw with respect to term limits. I should say that I think there is a consensus that the Federation should have some term limits for its officers. I think there may be some disagreement about what exactly those term limits might be.

In advance of today's meeting, Mr. Collins submitted a bylaw proposal addressing this topic. My understanding is that he will present his proposal as an amendment to the main proposal and withdraw his proposal as a standalone amendment. So we will get to that.

Bylaw 413 addresses the Board of Directors. It makes, you know, some changes that in some ways mirror those of the, that will be made to the officers' section. There will be term limits, requirements for background checks, and other items meant to promote good governance.

The first substantive bylaw that we'll discuss is Bylaw 213, which would be a replacement for an existing bylaw governing the process for replacing state associations. In recent years, that bylaw has been the subject of considerable controversy, and the proposal before you here today is definitely substantive, definitely makes some important changes, but its goal is to clarify and make this process more fair and more clear.

Next slide please.

Then we will consider Bylaw 232. This bylaw would reinstate individual, the category of individual sustaining members to the Federation. It contemplates giving the voices to fan organizations and to the fans that support our teams and the game that we all love.

Next slide. Bylaw 401 will make some changes to the bylaw governing the officers of the Federation. The officers of the Federation are the president and the vice-president. The proposed bylaw will make changes in the election process, for example, requiring candidates to declare candidacies in advance of this meeting.

Can we go back to that slide for just a moment? I do want to draw everyone's attention to the last bullet point here. In the materials that were circulated before the AGM, there was an inconsistency within this proposal with respect to the "past president" position. The board yesterday at its meeting wants to harmonize that inconsistency by making clear that the six-year term limitation will apply. So the second reference in that bylaw will be adjusted appropriately.

Bylaws 531 and 532, during the council meetings that I addressed yesterday, received a number of questions and concerns about having these two proposals considered in the group packet. So we wanted to make sure that we heeded that concern so that there could be discussion and consideration of these particular proposals, which are intended, as you can see on the slide, simply to preserve the status quo and to eliminate what was thought to be some redundant and unnecessary language in the bylaws.

Next slide.

Then the biggest part of your packet consists of a large group of proposed amendments.
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The next several slides will detail the specifics of those proposals. It's my hope that there's not anything deemed controversial within those packets, and hopefully, we can adopt those by consensus.

This packet, as I've mentioned before, was supported unanimously by the Board of Directors, and our hope is that at the end of this meeting, that we will be able to put all of these into effect.

Next slide.

One, as you read this list of the particulars, the last one at the bottom, I want to draw your attention to which is the individual sustaining member section.

As I just mentioned, we will have a discussion to consider a proposal to reinstate individual sustaining members as a category within the Federation. Irrespective of how well, either way, if that proposal is adopted, then we will also need to add individual sustaining members to the bylaw listing the National Council composition. If we don't adopt that procedure, then we need to strike individual sustaining members from the definition section of the bylaw, accordingly. So the first reason I would suggest that we not make a change like that, and anyone suggested yesterday, it had to be 30 days after the meeting date, rather than May 1st. I don't know if you guys want to consider that for this change, because if we do go to a summer meeting two years from now, then May 1st would be almost a year later.

MR. BURKE: Here would be my recommendation for that. There was just a poll taken this morning about whether or not that will ever happen. If it does, we can revisit this bylaw, accordingly. So the first reason I would suggest that we not make a change like that, right now, is because it's assuming something that may or may not happen, and that we could address in the future.

The second reason is having a hard date of, you know, May 1st, as opposed to a window, provides certainty each year for the Federation staff in promulgating bylaws to membership, and if there are fluctuations in the date, you know, whether it's 30 or 45 days, you could end up with some odd results.

But I do appreciate that comment.

Are there any other comments?

Hearing none, I will call for a vote on the proposal to amend Bylaw 804 to move the effective date of May 1st. Would all in favor, please say aye? Any opposed? There's one for...
the record, but that is passed, so thank you.
Next, we will move to Bylaw 213.
This is a proposal to amend the bylaw governing
the process for the state associations, changing
the boundaries of the state associations, and
changing and handling challenges to the status of
the state associations. I think this slide
that's before you has got an error on it.
Bylaw 213 is the --
(Chair confering.)
MR. BURKE: Oh, I'm sorry, I
misunderstood. The parenthetical below Bylaw 213
on the slide indicates that it was proposed by
the board, as all of these proposals have been
unanimously offered to you by the board.
Is there any discussion on Bylaw 213?
MR. FALCONE: First, put a motion to
accept the bylaw amendment.
MR. BURKE: To sever --
MR. FALCONE: No, to first make a
motion.
MR. BURKE: -- to show it? I'm
sorry. Could you say again?
MR. FALCONE: Do we have a motion
first to accept the bylaw amendment?

MR. BURKE: So, now we have a motion
to change the title. Is there a second? Is
there a second for that motion?
UNIDENTIFIED SPEAKER: Second.
(Chair confering.)
MR. BURKE: I understand from the Board
that there's consent to that proposal to change the
title, so, unless there's objection, we will accept
that change, and we can move on to the second
proposed amendment.
MR. FALCONE: Okay. The second
amendment deals with Sections 13 and 14. I would
like to recommend that that be a separate bylaw
titled, Application to Replace or Change
Boundaries of the State Association. Leave it to
the Rules Committee for housekeeping as to the
proper numbering of that bylaw.
MR. BURKE: I'm sorry. Could you
please say that again?
MR. FALCONE: Sections 13 and 14.
Have that as a separate bylaw, not included as
213, whether it be 214, 213 A, whatever, however
the Rules Committee sees proper to number it, but
it would be titled, Application to Replace or
Change Boundaries of the State Association. So
the substance of those two sections remain the
same. It would just be separated as a separate
bylaw with the two sections.
(Chair confering.)
MR. FALCONE: The point of rationale
for that --
MR. BURKE: Forgive me for
interrupting, I've quickly consulted with the
president, who is willing to accept just the
division, because the substance of these
proposals remain the same.
MR. FALCONE: Nothing's changed.
It's just the division. And the rationale is
that under the complaint, there's four outcomes.
MR. BURKE: Right.
MR. FALCONE: It may not necessarily
be replacement of a state association. I believe
it would just be proper to have a separate bylaw,
where there's -- which refers to replacement or
change of the boundaries. It doesn't change the
substance.
MR. BURKE: Let me make sure I
understand. You just want to divide these to be
into two bylaws and to keep the substance the
same?
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1. MR. FALCONE: Correct.
2. MR. BUSCH: I think we're fine to adopt that as, on a friendly basis. So do you have any other proposed amendments?
3. MR. FALCONE: That's it. Thank you.

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1. PARLIAMENTARIAN MALAMUT: And the staff is authorized to renumber accordingly.
2. MR. BURKE: Okay. Just to make this clear, can we have everyone vote to accept the two amendments as were just articulated? All in favor of those amendments, please say aye? Any opposed?

(Motion passed.)

1. MR. BURKE: Okay. Thank you.
2. I don't know who was second in line, but the chair will recognize the gentleman in front of me.
3. MR. MOORE: Thank you. Tom Moore, Cal North.

Comments on Section 5. Section 5 refers to the hearing panel, and I guess the words "shall appoint" a hearing panel of disinterested persons, or is the concept that a hearing panel would always be a disinterested person, so it's vetted somewhere else that we don't need to explicitly state it in the bylaw?

1. MR. BURKE: The Rules Committee's view was it was not necessary to include that, because all hearings within the Federation are conducted in accordance with the hearing procedures established in Section 700, and those have an expectation of a disinterested hearing panel.
2. MR. MOORE: Okay. And then the second comment, which could belong in 5, or perhaps 6 or 7, and that is, there's no specification of a location for this particular hearing. Should we add something along the lines that it should occur in the state association involved or at some mutually agreeable location?
3. MR. BURKE: That is certainly a policy consideration. If there were, if you had an amendment, we could put it before the group, or we could take that subject back to the Rules Committee for -- or actually, I should say the -- this bylaw change, 213, as you saw it on the slide, contemplates the future adoption of a companion policy, and I think it's likely that this concern will be addressed and resolved in that policy.

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1. MR. FALCONE: Correct.
2. MR. BUSCH: That's fine. Thank you.
3. MR. BURKE: Okay. Thank you.
4. The chair recognizes the gentleman to my right.
6. We had the experience or we've had the experience of being challenged over the last couple of years and having the hearing and going through the process, and I would strongly encourage the body to approve the changes, because many of the features that came through the Adult Council, we had some input.

The idea that the Federation has the opportunity to decide whether or not to move forward with the hearing is helpful, and also the cooling-off period, because effectively, right now, you can go through the hearing, get a determination from the hearing panel, from the Federation, and the intervenor can turn around and file another one. So I really appreciate the work on this and would encourage everyone to approve the changes.
7. MR. MOORE: Thank you.
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1. MR. BURKE: Call North, my apologies.
2. MR. MOORE: The other coast, no problem? We all are warm, right?
3. So I don't have any particular strong feelings one way or another. This might be a reasonable idea. There is, however, some degree of lack of clarity in the actual wording here. It's not clear, for example, whether this is to represent one fan organization, or could there be ten fan organizations, each of which could grow enough to get six votes? So it's that lack of clarity that I think needs some reworking in the wording.
4. MR. BURKE: Okay, yeah.
5. MR. MOORE: So the intent is that this will be only the U.S. Soccer's fan organizations, individual sustaining members. So it will be individuals that will, you know, be part of U.S. Soccer's membership program, as an individual, and part of that will be, they will be individual sustaining members. So it's not, multiple organizations can't belong to this. It's one, only one fan club.
6. MR. MOORE: It's a single fan organization.

1. know that there are some important things in our game, good fields, good referees, and if we're going to open up this category of fans, why are we not giving the referees the same kind of voice in the national organization? Thank you.
2. MR. BURKE: Thank you for your comment. Are there any other comments?
3. PRESIDENT GULATI: Yes?
4. MR. BURKE: Yes, sir?
5. MR. HOLDEN: Stue Holden, representing the Athletes Council.
6. We talked about this yesterday when it was presented to us, and as athletes that have represented our country, the fans, we feel, are the heartbeat, and they give us voice at the stadiums. They support us. They have been there throughout, and we only think it's fair that we support that they have a voice in the future of our game, so we are fully in favor of this amendment.
7. MR. BURKE: Thank you, Mr. Holden. Hearing no further discussion, we will move to a vote on Bylaw 232. Would all those in favor please say aye? Any opposed? The bylaw is enacted. Thank you.

1. you. Now we'll move to Bylaw 401. This is the proposal to change the bylaw governing officers in several respects. As I mentioned before, it changes and requires candidates for president and vice-president to declare their candidacies 60 days in advance of this meeting. It contemplates that the Nominating and Governance Committee will vet them, confirms that elections will be held by secret ballot, and includes a term limitation. The board's proposal for the term limitation would be a total service time of 16 years on the board and a maximum of three terms, as president.
2. I will put Bylaw 401 as proposed by the Board of Directors on the floor for discussion. Is there any discussion?
3. I'm sorry, if -- the Bylaw 401 is on the floor -- so if someone wishes to propose an amendment, this would be the time.
4. MR. COLLINS: I would propose an amendment.
5. MR. BURKE: Okay. Why don't we turn to the next slide. Mr. Collins has an amendment, and I would ask him to describe his amendment to
national Council.

MR. COLLINS: Hi, John Collins.

Member of the Board of Directors.

I strongly support term limits, and I think it's a wonderful addition to the bylaws.

There is a slight philosophical question where we come out on it. The recommendation from the board was 12 years, which I supported, in that I preferred it to there being no term limits.

Personally, I thought though, that limiting the term of the president and vice-president to two terms instead of potentially three terms was better for the health of the organization as a whole.

And I recognize that the concern about having three or having a shorter period of time is that you risk the chance of losing or not having somebody really good for a longer period of time.

And I happen to view the downside of what happens to the organization if you had that longer one, because the flip side of potentially losing a good person or not having a good person for the extra four years is that there's a chilling effect or less developing of potential

fill those positions by having a shorter term.

The other side is people worry that we're going to lose it. It's a perfectly fair debate. People can differ on which they prefer.

I just wanted to bring it to this body to get the input of all the people out in this part of the room, because this really isn't the motion or the thought about up there, it's the thought about out here, and everybody, what they want to do and how to do it for the organization.

So I'm open to any suggestions and will appreciate whatever, any input you have. So that's all I have. Thanks.

MR. BURKE: Thank you, Mr. Collins.

So we have a floor amendment to Bylaw Proposal 401 which would change the term limit to two terms for the president, vice-president --

MR. NUNEZ: Excuse me.

MR. BURKE: Yes, sir.

MR. NUNEZ: If I may just react to John's proposal, I have a lot of respect for John and certainly enjoyed my time with him on the board.

I will say he raises a good point

new leaders in the organization. You run the risk of having really qualified people that get concerned that they may not have an opportunity.

And so we lose people, and think, Oh, there's a president there, or there's a vice-president there, and these organizations, the incumbent tends to stay for a period of time, and there's a very good power of incumbency, and there's nothing wrong with that.

But what happens is when we have these longer terms is we have people that get discouraged or think, well, they're there, it's not going to be there, and there's a window of time where we lose potential people to serve in that position. And we need to develop more leaders. We need to be more inclusive and more diverse. And we need new people coming in all the time. And having a shorter term limit, we would start developing those new leaders faster, which would also then percolate throughout all the other organizations, because people that are aspiring for positions would know that there's pathways and be able to get those. And so I err on the side of, let's be more inclusive to have more development so we're developing people to

with respect to making sure that we open the doors to new generations of leadership, of personally, I have been affected and impacted by term limits. So I have a love-hate relationship with term limits, because on the one hand, it offered me the opportunity to become the youngest speaker in California history, but at the same time, it pushed me out of office six years later.

So I appreciate term limits, and I know opening the doors to new generations is important, but this is a proposal that the board unanimously -- well, not unanimously obviously, put forward after careful thought and consideration.

Two years of deliberation, conversations around what is in the best interest of the future of the sport, and I think that at the end of the day, really, what's before us, the three-year term for the president and vice-president. I think it's important, and certainly, it is not a folks at the top of the food chain dictating to everyone else. This is really -- was really a collective effort and a well thought-out process.

And so I would just say, you know, with all due respect to John, that this is a
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MR. BURKE: Thank you. Any further discussion on the proposed amendment?

MR. KEPNER: Yes. This is Bob Kepner.

I have been before the body, speaking in this capacity for a long time. I think it's important for all of us to take into consideration the fact that just because there are two-term limit, three-term limit, five-term limit, whatever that case may be, there's going to be an election once every four years, and as a result, if an individual has served in a meritorious fashion, served the organization well, then that person probably, possibly, could be reelected, but there's no absolute given to that.

This does not limit, in any fashion, strong new leaders from stepping forward and contesting in an election.

We should not assume that just because there's a two-term, three-term, whatever it might be, that they end up, the incumbent, will necessarily be reelected.

I grant you that the incumbency has its distinct value and gives its weight as well,

but the fact that there will be an election held should be taken into account.

MR. BURKE: Thank you.

Further discussion on the proposed amendment?

MR. YASA: Samir Yasa, from Indiana.

I think John eloquently put it yesterday to us when he was explaining the number of years. Could you go back into your number of 16 to 32, or that probably would make a different impact on what people know the actual number of years a member could be on the board.

MR. BURKE: Thank you.

Any further discussion?

MR. COLLINS: Paul, should I answer the question?

MR. BURKE: Oh, yeah, I'm sorry.

Please do.

MR. COLLINS: Yes, I would be happy to do that.

First, though, I would like to note that the statement that this organization has not had a term limit is not correct. There was a two-term limit for presidents, and that was eliminated in the bylaws in 1998 and ironically...
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Bylaw 413, which, as we described earlier, contains a number of almost mirroring provisions for the Board of Directors, term limits for board members, for independent directors on the board. And as I mentioned before, there's one update from the materials circulated before the National Council meeting, and that is to clarify that under Section 1 (d) that the past president will be limited to a six-year term beginning in 2022.

The chair recognizes the gentleman on my right.

MR. WEISS: I'm Andy Weiss from Massachusetts.

There are currently about 145,000 referees in the country, other than a few hundred national referees that are under the direct supervision of the national office or Professional Referee Association. All of them serve the needs of the state associations, and you could be in one position longer than you were in the other, as opposed to a lot of organizations that have it where it's a natural progression, of course. Again, there's no right answer, it's what people think is best, and I defer to whatever the body decides.

MR. BURKE: Thank you, Mr. Collins.

Any discussion on the proposed amendment?

You faked me out, I thought you were going for the microphone. All right. Hearing no further discussion, we will call for the vote.

This is the proposal to amend the main proposal which requires a majority vote. We'll start with a voice vote. All in favor of Mr. Collins' proposed amendment, please say aye; opposed?

I'm going to, as the chair, call for division, which means we'll have our first vote of the day on the voting devices. So if you will get them into your hands, and then we will have a vote.

Are our tech people ready? All right. We have the thumbs up. So the voting is now open. So please register your vote.

MR. KEPNER: The voting will begin now.

MR. BURKE: There you go.

(Votes being cast.)

MR. KEPNER: Voting will close in five seconds. The time will show on the screen.

MR. BURKE: Okay. The proposal fails; 568 votes were required for passage, and the amendment has failed. So now we're back to the main motion.

Any further discussion on the main motion? Hearing none, let's move to a vote on the proposal for Bylaw 401. All in favor, please say aye; any opposed?

And it is enacted. Thank you.

The next bylaw proposal for consideration by the National Council would be Bylaw 413, which, as we described earlier, contains a number of almost mirroring provisions for the Board of Directors, term limits for board members, for independent directors on the board. And as I mentioned before, there's one update from the materials circulated before the National Council meeting, and that is to clarify that under Section 1 (d) that the past president will be limited to a six-year term beginning in 2022.

The chair recognizes the gentleman on my right. Hearing none, I will move to a vote on Bylaw 413. All in favor, please say aye; any opposed?

MR. BURKE: Thank you, Mr. Collins.

Bylaw 413 is also enacted.

Next, we will take Bylaws 531 and 532. These we have pulled from the comprehensive packet, because the hope is the comprehensive packet can be adopted by consensus. During discussions yesterday, there was some indication that there was not a consensus with respect to these provisions. So we will present this proposal, Bylaw 531 and 532, for consideration independently and for a decision by the National Council. So this proposal is now on the floor. Is there any discussion?

The chair recognizes the gentleman on my right.

MR. WEISS: I'm Andy Weiss from Massachusetts.

There are currently about 145,000 referees in the country, other than a few hundred national referees that are under the direct supervision of the national office or Professional Referee Association. All of them serve the needs of the state associations, and

now.

MR. BURKE: I'm doing it. I'm going to.

Voting will close in five seconds. The time will show on the screen.

MR. BURKE: Okay. The proposal fails; 568 votes were required for passage, and the amendment has failed. So now we're back to the main motion.

Any further discussion on the main motion? Hearing none, let's move to a vote on the proposal for Bylaw 401. All in favor, please say aye; any opposed?

And it is enacted. Thank you.

The next bylaw proposal for consideration by the National Council would be Bylaw 413, which, as we described earlier, contains a number of almost mirroring provisions for the Board of Directors, term limits for board members, for independent directors on the board. And as I mentioned before, there's one update from the materials circulated before the National Council meeting, and that is to clarify that under Section 1 (d) that the past president will be limited to a six-year term beginning in 2022.
comment is, I think, premised on the difference
to how policies are changed versus bylaws; is
that correct?
MR. GUTHRIE: That's correct. I
think there's wisdom in leaving it with a
two-thirds majority.
MR. BURKE: Thank you.
Further discussion of this bylaw
proposal? Hearing none, we will conduct a vote.
All in favor of adopting Bylaws 531 and 532, as
proposed, please say aye; opposed?
We'll also call for a division here.
So I will yield the floor for a vote and please
cast an electronic vote when indicated.
MR. KEPNER: Voting begins now.
(Votes being cast.)
MR. KEPNER: Voting will close in
5 seconds.
MR. BURKE: Okay. The proposal
fails. It requires a two-thirds vote, so the yes
vote here was 58. So the proposal fails, and
Bylaws 531 and 532 will remain as they now exist.
So I think that vote just validated
the process that we had yesterday in seeking
comments and pulling this particular provision
out of the larger packet. So thank you for the
comments yesterday, because we would not have
wanted concerns about a proposal like this one to
weigh down the larger group proposal.
And that's our final item of
business, as we have the comprehensive packet,
that, for consideration by the board. Yes, sir?
(Chair conferring.)
MR. BURKE: Oh, yes. We have already
voted on 804 for the effective date, so that is
no longer part of this packet.
The other housekeeping, as we
mentioned before, this packet now needs to add to
Bylaw 302 1(a) the existence of the individual
sustaining members as being part of the National
Council now.
So I trust that those two amendments
are acceptable. If there's any objection,
hearing none? We will consider the final packet
as amended, as I just described.
Is there any discussion? Hearing
none, I will call for a vote on the large
comprehensive packet with multiple amendments.
Will all of those in favor, please say aye? Any
opposed?
Thank you. They're adopted.
And thank you to everyone for your
careful review of the bylaws this year.
(Applause.)
PRESIDENT GULATI: Thanks very much,
Paul, not only for today, but your terrific work
over the last 18 months. And for John Collins
and Lisa Levine and Greg Fike, who led this
process, as well as some outside folks, and to
the board and all of you for your patience
through the period when you got these and today.
Let's take a quick look at a video.
Paul has gotten us back on schedule, which is
good, which means we will get you out before
lunch. This is a video of everyone in the room,
so to speak, other than Turney.
(Video shown.)
(Applause.)
PRESIDENT GULATI: So a couple more
pieces of information. First, next year's Annual
General Meeting in a cold weather location, will
be in Orlando, February 8th to 11, Orlando at a
Disney property, Feb 8th to 11.
Next, July 5 to 9 of this year, in
Kissimmee, Florida, staying near Orlando, I
guess, we have the World Power Soccer Tournament,
the World Cup for Power Soccer. We have a quick
video that we want to show you of that.
(Video shown.)
(Applause.)
PRESIDENT GULATI: Terrific. We wish
our team the best of luck in that tournament.
Next, a ceremony that's a little
different than we've had in the past. We have a
new live member today, but we also have six live
members sitting in the front row, and we want to
honor them, as we will now, every year, when we
have this ceremony, with a ring for your
dedication and service to the organization, in
addition to being named honorary members or life
members. We will do that over here. It will
just take a couple of minutes and then give them
the appropriate due and then finish up with a
number of other items.
So if we can get all life members,
Mr. Trapikas included, and the six of you
gentlemen in front as well, come on up front.
UNIDENTIFIED SPEAKER: Down here for
a minute.
(Applause.)
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<td>PRESIDENT GULATI: First, Dr. Robert Contiguglia, Past President of U.S. Soccer.</td>
<td>PRESIDENT GULATI: And our newest life member, Bruno Trapikas, who has many, many years, and on our board for many years, leader.</td>
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<td>PRESIDENT GULATI: Burton Haines, board member for many years, Past Chairman of AYSO.</td>
<td>PRESIDENT GULATI: Think about that diversity issue as we take this picture. A group photo.</td>
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<td>(Applause.)</td>
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<td>PRESIDENT GULATI: Reverend Hank Steinbrecher, General Secretary for many years.</td>
<td>(Standing ovation.)</td>
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<td>(Applause.)</td>
<td>PRESIDENT GULATI: Okay. Thank you.</td>
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<td>PRESIDENT GULATI: Franco Borroni, many years board member, USASA chairman.</td>
<td>We are at the end of our meeting. So we are at the Good of the Game, and I'm going to break tradition and go first rather than last on the Good of the Game. I may go last as well, but first. We have five board members who are serving their last Congress, and I want to recognize them. Four of them -- three of them are here. It turns out a couple are not here. And let me do that. We have Arthur Mattson from USASA, who is at his last meeting. We want to thank Arthur for his service to the game for many years, but certainly to our board over the last couple of years. So thank you, Arthur.</td>
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<td>(Applause.)</td>
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<td>PRESIDENT GULATI: Gerhard Mengel, Fricker Award Winner, one of our early Fricker Award Winners, member for many years.</td>
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<td>PRESIDENT GULATI: Darl Rose, many years leader in Youth Soccer and on our board for many years.</td>
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<td>(Applause.)</td>
<td>and it was at age 15 in 1983. And I knew Jeff at the time, I knew his parents, and he has served in every capacity in the game, five-time MLS champion, World Cup player, works at MLS now, follows in a terrific tradition of Mary Harvey to Peter Vermes to Jon McCullough to Jeff as chairs of the Athlete Council. And he's done terrific work and been involved for so long. So -- and Jeff, unfortunately, is ill; if you see him at the pool later, that means he's better, but he is really ill. Jeff would never miss a meeting or a game or a practice session unless he was really sick, so we hope he's better.</td>
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<td>PRESIDENT GULATI: -- and sometimes you really don't need an introduction, because everyone knows who you are -- world champion, Olympic champion, on our board for many years, and as she reminded the board yesterday, you will hear from Cindy tonight, at the Fricker Award dinner, was brought into the Athletes Council for a meeting at age 17. And I'm not going to say she never left, but she's been involved in our programs for a long time. Cindy, we will miss you, but not that much, because we will keep you involved, as we talked about.</td>
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<td>(Applause.)</td>
<td>And certainly not least but last, my good friend, Fabian Nunez, who was one of our first independent directors, our only set that we had at the beginning. And as I mentioned at the board meeting yesterday, Fabian and I met at a soccer game. And literally, as I remember it, he had a lot of other things going on in his life.</td>
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<td>(Applause.)</td>
<td>He was a speaker of the California General Assembly. And for those that don't follow California politics, it's a pretty big deal. And as he mentioned, he was the youngest member. And talked to him on the way out and said would you</td>
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<td>PRESIDENT GULATI: Alec Papadakis, Pro representative for the last couple years,</td>
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March 4, 2017
Wailea, HI

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-- and it was at a soccer game -- would you like to think about -- and it didn't take him between then and when we got to the car, and he said yeah, let me know a little bit more, but I would love to be involved.

   He has been a great advocate for the game, in so many ways, for those nine years, and we will certainly miss him, but find a way to keep him involved, and he's become a great friend, and we spent some time in U.S. games and some time in Brazil and a few other places. So, Fabian, we will miss you, hard to replace, but wish you the very best of luck.

   So, all five of you, thank you very much for your service.

   (Applause.)

PRESIDENT GULATI: And we will obviously have some new board members. We'll have some elections. The athletes will be electing two new members in the next month. There will be an at-large election in the next month. The Pros have made a decision, Steve Malik, who owns the teams in North Carolina, on the Women's side and the NASL, will be joining the board. And who else am I missing? And,

that's one thing, I wanted to do.

   Also as many of you know, Sal is not around with us, he had a very difficult year, Sal Rapaglia, from Eastern New York, and to make things, matter worse, a couple of days ago, his brother passed away. So we keep them in our prayers.

   And that's enough about bad news.

   Now some good news is that, Number 1, I wanted to congratulate either Dan or Linda for putting Caitlin Carducci in charge of the meeting, just the name Carducci would be great, but she did an excellent job in communicating, and I want to make sure that --

   (Applause.)

MR. PINORI: -- and if you did have any questions, which, as many of you know, I do have many, she does get back to you right away.

   So I wanted to say thank you for that.

   Lastly, I wanted to say thank you to the board and Sunil for bringing us back to Hawaii. Now I was not asked but told that I cannot request Hawaii any more by our illustrious leader. So since we changed the meeting, at least, that's what I understand, to the

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Rich, Rich Moeller is -- Rich, where are you?

Rich was elected yesterday to our board on behalf of USASA. So, Rich, welcome.

   (Applause.)

PRESIDENT GULATI: I think that's everyone.

   We have one other election? No, those are all the elections, and the athletes got theirs, yeah.

   Okay. So I will stop there, and now take -- we'll start with the floor and then end with the board.

   Good of the Game. Any comments?

   Lunch ain't coming until noon, and the doors are locked. So hang in there.

   MR. PINORI: Peter Pinori, Eastern New York.

   As probably many of you in this room know, this would be the time that a great friend of ours, Rocco Amoroso, would get up and make his little speech about sportsmanship. I am not going to do that, because I am not going to be able or capable of doing anything like that, but I wanted to just come up and have his name at least put in the book for one last time. So

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   ... summertime, a great place to go would be Alaska.

   So, just to let you know.

   (Applause.)

PRESIDENT GULATI: Peter, these things are all voting machines for you; for me, they are a laser.

   Thank you for that, Peter.

   Greg first, then...

   MR. GRIFFITH: Hi, Greg Griffith from Georgia.

   Just wanted to mention, Sunil mentioned that Atlanta United is starting our first game Sunday. We did sell out the Georgia Tech Stadium, 55,000 seats.

   (Applause.)

MR. GRIFFITH: We've sold over 30,000 season tickets, and we will start in what will be one of the nicest stadiums in the world, Mercedes Benz stadium, on July 30th, and we hope to sell out that with over 70,000 seats. So we're really excited about soccer.

   MR. REGRUIT: Curt Regruit, New York State West, Youth Soccer.

   I wanted to thank the Federation.

   Many of us asked for, a long time, for

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30 (Pages 117 to 120)

National Council Meeting
U.S. Soccer Federation
opportunities to, for the Federation to give us
resources that we could use to help the
government-side of the game. The $3 million
grant money you've made available in the budget
is a great thing, and I wanted to thank the
Federation for making that commitment.

(President Gulati: Just to clarify
that was not $3 million per association, right?
I want to make sure.)

Mr. Baugh: One last thing, Sunil.
I couldn't help but notice, I get teased when I
come to these meetings about my penchant for
asking questions, and I couldn't help notice that
today, my assigned seat was about as far away
from the microphone as it could be. Is that an
implied message, will I be -- it obviously didn't
work.

President Gulati: No, it's not an
implied message. It's a message. Get back to
your seat.

(Laughter.)

Mr. Ejlali: Darius Ejlali, North Carolina Soccer.
I would like to thank Mr. Bob Kepner

introduce our program. We have got a deaf men's
national team and a deaf women's national team
that we oversee. We have a similar four-year
calendar to the National programs; Deaf World
Cup, Deaf Olympics, and the Deaf Pan American
Games are big events.

Most recently in 2016, the women won
the Deaf World Cup in Italy, and our men's team
got knocked out in the quarter-finals to Germany,
which was a good result for that program.

Deaf Olympics has been around since
the 1920s. So it's a sport with a lot of history,
and we've tried to really ramp up the program in
terms of identifying players, all across the
various regions, levels, and age groups.

But we're a product of the successes
of U.S. Soccer, as a whole. Everyone from the
youth programs, adult club, college, PDL,
semipro, Professional, and even the national team
have played a role in our program. We've got the
men's coaches, Dave Kunitz with the Colorado
Storm, and our women's coaches are former Women's
National Team players Amy Griffin and Joy
Fawcett, and they have done a tremendous job of
really elevating the program to new heights and

for the years and years of service he's given to
North Carolina Soccer in both the youth and the
adult. This past year, he has stepped down as
serving as our president, so I would like to say
thank you to Mr. Kepner.

(Applause.)

President Gulati: Trip?
Mr. Neil: I would like to take a
moment to introduce myself. I'm Trip Neil,
president of the USA Deaf Soccer Association.
I'm also the men's captain on the Men's Deaf
National Team.

I just want to say I am thankful and
honored to become part of the U.S. Soccer family,
in particular, a select few of you guys who have
really made a difference in getting us to this
place.

Dan and Sunil, thank you, as well as
John Collins, Carlos, Greg Fike, Eli Wolf, has
been instrumental as well, even Linda Cardenas, I
don't know if she's around or not, but she's been
very helpful. Oh, there she is, I couldn't see
her. So I just wanted to take a moment to thank
you for that as well.

Give you a brief moment just to

awareness.

So lastly, I would just say, I'm
proud to serve as president of USA Deaf Soccer
Association and also proud to serve as a member
of U.S. Soccer. Thank you.

(Applause.)

President Gulati: Peter and then --
go ahead.

Mr. Arnaud: Good day to all. I
look at the population that we have in this
country, and I'm a little dissatisfied for the
Good of the Game, where we've come to. And I
hope, after talking to Sunil, my boss, my friend,
that for the Good of the Game, we all look at the
complete dynamics of the game and introduce back
into the sport the missing pieces, when you look
around, on the board level, in the entire
audience, on the playing field. We are missing
the ethnic groups. Let's get them back for the
Good of the Game.

(Applause.)

President Gulati: Thank you.
Mr. Doyle: Frank Doyle, the Hawaii
Soccer Association.
I would like to shout out a thanks to

National Council Meeting
U.S. Soccer Federation
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<td>1  our president who's leaving us, Donna Foust.</td>
<td>1  she a great player in Carolina, UNC, and Chapel Hill, but, obviously, for the National Women's Team as well, and then a great professional player, but it was because of her dedication now to working with young ladies who are growing and learning the game, not only in the United States, but also all over the world. So it was for a multitude of reasons that Cindy was inducted, and I congratulate her for that.</td>
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<td>2  Donna has been with us for almost 20 years, and during that time, we have seen our membership grow, but we've also gotten at least three new leagues started during that time frame. Donna has served just tirelessly, and shown a lot of compassion for everybody, including those people who she serves on the Cerebral Palsy of Hawaii. And she's just been a great person for us over the many, many years. Thank you, Donna. (Applause.)</td>
<td>3  (Applause.)</td>
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<td>4  (Applause.)</td>
<td>4  MR. RUSSO: Good morning. Sunil, members of the board, and staff, as well as U.S. Soccer, and all my colleagues, I'm Dominic Russo, and I'm the president of the United States Power Soccer Association. And I am proud to be able to represent those fine athletes. And I want to thank Sunil and the staff for actually showing the video to give everyone an idea of exactly what these athletes do, because there's a lot of people probably scratching their heads, saying how the heck do you play soccer in a power wheelchair? Well, that's it, and that really doesn't do it justice. And those players may not be on the men's national team or the women's</td>
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<td>5  While I was up there preparing to present the Credentials Report, I acknowledged Siri Mullinex, who was not among the athletes here on the floor, to stand up. But there's another among us, and that's Cindy Parlow Cone. And I said about Siri that she had been inducted some time ago into the North Carolina Soccer Hall of Fame. Cindy was inducted into the North Carolina Soccer Hall of Fame just a little over a month ago. There's something about Cindy that I think is important to understand. Not only was she a great player in Carolina, UNC, and Chapel Hill, but, obviously, for the National Women's Team as well, and then a great professional player, but it was because of her dedication now to working with young ladies who are growing and learning the game, not only in the United States, but also all over the world. So it was for a multitude of reasons that Cindy was inducted, and I congratulate her for that.</td>
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<td>7  (Applause.)</td>
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<td>8  MR. KEPNER: Bob Kepner.</td>
<td>8  PRESIDENT GULATI: Cobi, just for the record, he didn't forget you, he just didn't want to thank you. That was the issue there.</td>
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<td>9  Thank you very much, and I appreciate it. (Applause.)</td>
<td>9  Okay. So I get the final word, I guess. I'm sorry, John. I'm going to let John go first because he usually wants the final word, so we'll let him go now.</td>
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<td>10  (Applause.)</td>
<td>10  MR. COLLINS: Sunil, no one ever gets the final word when you are involved. First, I want to say thank you to the board members who are leaving. They have done great work, and I've enjoyed working with them.</td>
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<td>11  PRESIDENT GULATI: Anybody from the board? Chris.</td>
<td>11  I wanted to also note, Dominic got up and spoke about Power Soccer. It's a huge endeavor that this organization is trying to take on. It's a very small organization that has brought on a pretty significant financial commitment that it wants to do, and they still need to raise a couple hundred thousand dollars, and he didn't mention it, but I will.</td>
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<td>12  MR. AHRENS: Thanks, Sunil.</td>
<td>12  (Applause.)</td>
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<td>13  On top of talking about Jeff and Cindy and their contributions and there's not much more I can say, because it's been an honor to serve with them, and they have represented the Federation so well. I need to mention our athletes that are timing out from our council. We're all aware of what our athletes accomplish on the field, but this group of people have been dedicated to the game and have led the Athlete Council. And for myself, coming from a smaller program like the Paralympic program, we wouldn't be where we are today without them leading the way.</td>
<td>13  MR. COLLINS: Sunil, no one ever gets the final word when you are involved. First, I want to say thank you to the board members who are leaving. They have done great work, and I've enjoyed working with them.</td>
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<td>14  Cindy and their contributions and there's not much more I can say, because it's been an honor to serve with them, and they have represented the Federation so well. I need to mention our athletes that are timing out from our council. We're all aware of what our athletes accomplish on the field, but this group of people have been dedicated to the game and have led the Athlete Council. And for myself, coming from a smaller program like the Paralympic program, we wouldn't be where we are today without them leading the way.</td>
<td>14  I wanted to also note, Dominic got up and spoke about Power Soccer. It's a huge endeavor that this organization is trying to take on. It's a very small organization that has brought on a pretty significant financial commitment that it wants to do, and they still need to raise a couple hundred thousand dollars, and he didn't mention it, but I will.</td>
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March 4, 2017
Wailea, HI

National Council Meeting
U.S. Soccer Federation
They had a CrowdRise account, and they're trying to raise it. They have a program of asking for $20.17, because it's the 2017 World Cup. And anything you or your organizations could do to promote that CrowdRise, so people could help donate, so they could pull off what would be a spectacular event would be greatly appreciated.

And then lastly, I just have a quick housecleaning -- the At-Large Committee meeting, if we could meet 20 minutes after this meeting is over, so you can get out in the day a lot earlier, in the same room. Thanks, bye.

President Gulati: So, a few thank yous, and a couple of last comments. First, thank you to our state associations here in Hawaii for creating the island, I guess, to start with, and the weather and your hospitality.

Thank you, certainly, to Dan, and everyone that works with Dan and for Dan and around Dan and makes Dan and others look good. And you don't know all of them. Some of you recognize Caitlin, and she's done a terrific job, but so have a number of other people, not just organization will be better, and we'll achieve even greater heights than where we are today.

And I think we should all be very, very proud of where we are today and even prouder in a year, a decade.

So, enjoy the last day or, in some cases, few days that you are here. We will see you tonight at the dinner. And thank you all for everything you do in the sport, every day of the week. Thank you.

Meeting is adjourned.

(Adjourned at 10:50 a.m.)