

**MINUTES**  
**UNITED STATES SOCCER FEDERATION, INC.**  
**BOARD OF DIRECTOR'S MEETING**  
**MARCH 11, 2005**  
**ORLANDO, FL**  
**8:00 A.M. EASTERN TIME**

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**PRESENT:** Dr. S. Robert Contiguglia, Sunil Gulati, William Goaziou, Marypat Bell, John Bouda, Chris Christoffersen, Amanda Cromwell, Mike Edwards, Werner Fricker Jr., Don Garber, Ivan Gazidis, Evelyn Gill, Richard Groff, Burton Haines, Linda Hamilton, Larry Harmon, Tim Holt, John Kerr Jr., Marge Madriago, Francisco Marcos, Brooks McCormick, Mike McDaniel, Robert McGee, David Messersmith, Bob Palmeiro, Kevin Payne, Nelson Rodriguez, Darl Rose, Alan Rothenberg, Bill Sage, Jim Sheldon, Bruno Trapikas, Peter Vermes, Matt Weibe.

**VIA PHONE:** Cameron Rast.

**APOLOGIES:** Scott Blackmun, John Doyle, Bob Gansler, John Harkes, Dante Washington.

**IN ATTENDANCE:** Daniel T. Flynn, Jay Berhalter, Richard Matthys, Timothy Pinto, Gregory Fike, Julie Ilacqua, Forrest Eber, Brad Hays (U.S. Soccer Foundation), Mike Malamut (Parliamentarian), Debra Resling (Reporter).

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President Contiguglia called the meeting to order at 8:00 a.m.

Forrest Eber took roll call and announced that a quorum was present.

**CONFIRMATION OF MINUTES**

The Board reviewed the minutes of the November 13, 2004 Board meeting in Hollywood, CA. The minutes were **APPROVED** unanimously.

**PRESIDENT'S REPORT**

Dr. Contiguglia reported on both the Men's and Women's National Teams. He noted that collective bargaining negotiations with the MNT are continuing with the help of two national mediators but that no agreement had been achieved. Dr. Contiguglia stated that collective bargaining negotiations with the WNT continue, as well.

Dr. Contiguglia noted that the MNT defeated Columbia and that the MNT had a streak of 16 undefeated matches in a row.

Dr. Contiguglia informed the Board of Directors that April Heinrichs had stepped down as the WNT coach and that Greg Ryan had taken over the coaching duties on an interim basis. He also stated that the search for a new WNT coach had begun and that he hoped a new coach would be hired soon.

Dr. Contiguglia then updated the Board on changes and progress for the FIFA World Championships. He noted that the Under-17 World Championship have been changed to 24 teams and CONCACAF now has four places for the Under-17 World Championship. He also informed the Board that the Under-19 Women's World Championship was being changed to Under-20.

Lastly, Dr. Contiguglia updated the Board regarding the restructuring of governance for National Governing Bodies by the United States Olympic Committee. He noted that the Youth Council Task Force



and the Task Force on Board Size, chaired by Sunil Gulati, were both addressing governance issues within U.S. Soccer. He also informed the Board that he would be attending a USOC retreat in the middle of April and that he expected governance issues to be one of the main topics at the conference. Dr. Contiguglia informed the Board that governance will be one of the key issues facing U.S. Soccer in the upcoming year.

### **SECRETARY GENERAL'S REPORT**

Mr. Flynn provided an operational update on: WNT proposed programming in 2005 including an outline of a National Team Development Program that USSF is hoping to implement in 2005 & 2006.; the new programs that the U.S. Soccer Communications Department had created; the coaching and referee programs; the facility in Commerce City, Colorado; and ODP program guidelines.

Mr. Flynn informed the Board about improvements to the U.S. Soccer website that have been made by the communications department. He presented two all-access videos to the Board that are currently available on the U.S. Soccer website.

Mr. Flynn noted that the Bob Jenkins had been hired to be the director of coaching education & youth development.

Mr. Flynn stated that referee registration is 85% complete for the 2005 calendar year and that the referee department is developing an on-line registration system.

Mr. Flynn informed the Board that the USOC has become more involved in the Olympic Development Program. In particular, the USOC has reiterated to U.S. Soccer that: (1) there can be no commercial attachment to ODP; (2) the word "national" should not be associated with ODP; (3) it has approved a new ODP logo that should be used for all ODPs on a going forward basis.

Mr. Flynn reported to the Board regarding the reserve level for U.S. Soccer. He noted that U.S. Soccer is continually looking to maximize its investments while balancing the potential risk to those investments and asked for Board approval to look at options for maximizing the potential of these funds.

### **TREASURER'S COMMENTS**

Mr. Goaziou reported on the current state of USSF assets and liabilities.

### **OLD BUSINESS**

Mr. Flynn updated the Board on the surplus from the Women's World Cup. He noted that the Women's World Cup had a surplus of about \$11 million. The Women's World Cup will receive slightly over \$5 million from the surplus and will decide how to allocate the money.

### **CYSA-NORTH TOURNAMENT SANCTIONING**

John Bouda reported that CYSA-North had changed its bylaws to conform to the USSF definitions of restricted and unrestricted tournaments. He informed the Board that CYSA-North planned on publishing the changes in its tournament manuals, team manuals and on their website. It was **MOVED** that USSF cancel the previously scheduled hearing based on what CYSA-N had done. The motion **PASSED** unanimously, with abstentions from Burton Haimen and Bill Sage.

### **GRIEVANCE UPDATE**

Sunil Gulati reported to the Board about the current status of the grievance that had been filed by Heritage Soccer Club against CYSA-North. He indicated that CYSA-North had agreed to a new proposed league application process that was acceptable. He stated that the matter was closed based on CYSA-North's agreement.

### **POLICY 601-10**

Evelyn Gill presented a new proposed Policy 601-10 regarding recognition of risk management disqualification. She **MOVED** that the new Policy 601-10 be adopted. Richard Groff **MOVED** to amend the proposed policy to read on Line 2: "Who has been convicted of committing a felony, a crime of



violence, or a criminal offense . . .” The motion to amend **PASSED** by a majority vote. The last sentence of Section 3 was moved into Section 4 by unanimous consent. The main motion to adopt Policy 601-10 as amended **PASSED** unanimously.

### **NEW BUSINESS**

Mr. Pinto informed the Board that included in the packet of materials distributed prior to the meeting were the policy on conflicts of interest and the disclosure of conflicts of interest form. He requested the that the Board Members review the policy and complete the disclosure form.

Mr. Fike reported to the Board regarding the Chapter 11 bankruptcy of ChampionsWorld. He informed the Board of the outstanding international game fees owed to U.S. Soccer and that U.S. Soccer had retained outside counsel.

Mr. Groff noted that U.S. Soccer does not currently have a minimum mandatory liability insurance for Member Organizations. Dr. Contiguglia with the consensus of the Board determined that a task force would be appointed to review the issue of mandatory liability insurance.

### **U.S. SOCCER FOUNDATION REPORT**

Dr. Contiguglia asked Brad Hays, Chairman of the U.S. Soccer Foundation, to update the Board on the Foundation’s activities. Mr. Hays reported on the current activities of the Foundation.

### **POLICY 212**

Marge Madriago presented a new proposed Policy 212 regarding reporting risk management disqualifications to USSF. Ms. Madriago **MOVED** that the new Policy 212 be adopted. John Bouda **MOVED** to amend the new policy to require notification of disqualifications to U.S. Soccer within 72 hours. The motion to amend **PASSED** unanimously. Mr. Sage **MOVED** to amend the new policy to read “Every organization member who has a risk management program shall submit to the Federation . . .” The motion to amend **PASSED** unanimously. Mr. Bouda **MOVED** to amend the new policy to require notification of disqualifications to U.S. Soccer within 10 business days. The motion to amend **PASSED** unanimously. Mr. Payne **MOVED** to amend the new policy by deleting the phrase “and the Federation will furnish this list annually.” The motion to amend **PASSED** unanimously. The main motion to adopt Policy 212 as amended **PASSED** unanimously.

### **POLICY 431-1**

Mr. Pinto presented an amendment to Policy 431-1, Section 1 that would allow the Appeals Committee to decide on the recognition of suspensions pursuant to Bylaw 241. Ms. Madriago **MOVED** that the amendment to Policy 431-1, Section 1 be adopted. Mr. McGee **MOVED** to amend the policy to include the phrase “where a request has been made to enforce the suspension under Bylaw 241.” The motion to amend **PASSED** unanimously. The main motion to adopt the amendment to Policy 431-1, Section 1 as amended **PASSED** unanimously.

Mr. Pinto presented an amendment to Policy 431-1, Section 9 that would refine Bylaw 704 dealing with grievances. Mr. Pinto pointed out the policy would be contingent upon the passage of a proposed amendment to Bylaw 704. Mr. Palmeiro **MOVED** that the amendment to Policy 431-1, Section 9 be adopted. The motion **PASSED** unanimously.

### **RESERVE LEAGUE SYSTEM**

Mr. Gazidis updated the Board on the status of the reserve league.

### **PROPOSED AMENDMENTS TO BYLAWS 212 AND 213**

Dr. Contiguglia opened the floor for discussion regarding the Amendment to Bylaws 212 and 213 proposed by USYS. After lengthy discussion by the Board, the consensus of the Board was that discussions regarding the proposed amendments should continue in the Youth Council Task Force.



The Board also discussed other Amendments to USSF Bylaws that would be presented to the National Council at the Annual General Meeting.

### **GOOD OF THE GAME**

Mr. Bouda reported that there were 175 international matches in the United States in 2004 and that U.S. Soccer's referees did an excellent job. Don Garber noted that this was the tenth season for MLS and thanked the Board for supporting MLS. Mr. McDaniel reported that four teams of Under-16 players went to Argentina and only lost two of sixteen games. Burton Haines reported that he gave a speech about AYSO in England and that the Worcester Soccer Club in England adopted a program similar to AYSO for their youth leagues. Dr. Contiguglia announced that: Esse Baharmast was selected to head technical development for the 2006 World Cup referees; Kevin Stott was chosen to be one of 40 candidates to referee in the 2006 World Cup; and Kari Seitz was the referee in the Bronze Medal Game of the 2004 Olympics.

The meeting adjourned at 1:15 p.m.

