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PROCEEDINGS

UNITED STATES SOCCER FEDERATION

85TH ANNUAL GENERAL MEETING

NATIONAL COUNCIL MEETING

NEW YORK HILTON

New York, New York

Sunday, March 7, 2004

8:00 - 9:45 A.M.

Reported by Debra K. Resling, RMR, CRR

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1 PRESIDENT CONTIGUGLIA: Why don't we begin,
2 please?

3 Let's get the stragglers seated, please.

4 Thank you all for getting up early this
5 morning, Sunday, the final stage of the marathon for
6 many of us, and hopefully, we'll get through the AGM
7 expeditiously, get our business done, and folks can
8 continue enjoying my hometown, New York City, and the
9 activities. And I understand there's even beautiful
10 weather out there, so hopefully we'll get along with
11 the business that we have to do today.

12 First, I would like to ask everyone to
13 stand for a moment of silence to remember those in our
14 organization who have passed on in the last year.

15 (Moment of silence.)

16 PRESIDENT CONTIGUGLIA: Thank you. If you
17 will turn to the flag, we will do the Pledge of
18 Allegiance.

19 (Pledge of allegiance recited.)

20 PRESIDENT CONTIGUGLIA: I will ask the
21 credentials chairman for the roll call.

22 MR. BENANZER: Good morning. We will start
23 with the adults.

24 (The roll call being taken by M. Benanzer;
25 responses by members present.)

1 Q USASA?
2 A Here.
3 Q Arizona. Arkansas?
4 A Here.
5 Q California North?
6 A Here.
7 Q California South?
8 A Here.
9 Q Connecticut?
10 A Here.
11 Q Delaware? Eastern New York?
12 A Here.
13 Q Eastern Pennsylvania?
14 A Here.
15 Q Florida?
16 A Here.
17 Q Georgia?
18 A Here.
19 Q Hawaii?
20 A Aloha.
21 Q Idaho?
22 A Here.
23 Q Illinois?
24 A Here.
25 Q Indiana?

1 A Here.

2 Q Iowa?

3 A Here.

4 Q Kansas?

5 A Here.

6 Q Kentucky?

7 A Here.

8 Q Louisiana?

9 A Here.

10 Q Maryland?

11 A Present.

12 Q Massachusetts?

13 A Here.

14 Q Metro D.C. Virginia?

15 A Here.

16 Q Michigan?

17 A Here.

18 Q Minnesota? Missouri?

19 A Here.

20 Q Nebraska?

21 A Here.

22 Q Nevada? New Hampshire?

23 A Here.

24 Q New Jersey?

25 A Here.

1 Q New Mexico?
2 A Here.
3 Q North Carolina?
4 A Howdy.
5 Q North Texas?
6 A Here.
7 Q Ohio North?
8 A Here.
9 Q Oklahoma?
10 A Here.
11 Q Oregon?
12 A Here.
13 Q Pennsylvania West?
14 A Here.
15 Q Rhode Island?
16 A Here.
17 Q South Carolina?
18 A Here.
19 Q Southern Ohio?
20 A Here.
21 Q Tennessee?
22 A Here.
23 Q Texas South?
24 A Here.
25 Q Utah?

1 A Here.

2 Q Vermont? Vermont? Washington? Western

3 New York?

4 A Here.

5 Q Wisconsin?

6 A Here.

7 Q Direct affiliates: AYSO Amateur League?

8 A Here.

9 Q USL?

10 A Here.

11 Q New Jersey Championship League?

12 A Present.

13 Q WPSL? WPSL? MPSL?

14 Okay. Moving on to USYSA, Youth. Alaska?

15 A Here.

16 Q Arkansas?

17 A Here.

18 Q California North?

19 A Here.

20 Q California South?

21 A Here.

22 Q Colorado?

23 A Here.

24 Q Connecticut?

25 A Here.

1 Q Delaware?
2 A Here.
3 Q Eastern New York?
4 A Here.
5 Q Eastern Pennsylvania?
6 A Here.
7 Q Florida?
8 A Here.
9 Q Georgia?
10 A Here.
11 Q Hawaii?
12 A Here.
13 Q Idaho?
14 A Here.
15 Q Illinois?
16 A Here.
17 Q Indiana?
18 A Here.
19 Q Iowa?
20 A Here.
21 Q Kansas?
22 A Here.
23 Q Kentucky?
24 A Here.
25 Q Louisiana?

1 A Here.

2 Q Maine? Maryland? Massachusetts?

3 A Here.

4 Q Michigan?

5 A Present.

6 Q Minnesota?

7 A Here.

8 Q Missouri? Montana?

9 A Here.

10 Q Nebraska?

11 A Here.

12 Q Nevada?

13 A Here.

14 Q New Hampshire?

15 A Here.

16 Q New Jersey?

17 A Here.

18 Q New Mexico?

19 A Here.

20 Q New York West?

21 A Here.

22 Q North Carolina?

23 A Here.

24 Q North Texas?

25 A Here.

1 Q Ohio North? Ohio South?
2 A Here.
3 Q Oklahoma?
4 A Here.
5 Q Oregon?
6 A Here.
7 Q Pennsylvania West?
8 A Here.
9 Q Rhode Island?
10 A Here.
11 Q South Carolina?
12 A Here.
13 Q South Dakota?
14 A Here.
15 Q South Texas?
16 A Here.
17 Q Tennessee?
18 A Here.
19 Q Utah?
20 A Here.
21 Q Vermont?
22 A Here.
23 Q Virginia?
24 A Here.
25 Q Washington?

1 A Here.

2 Q Wisconsin?

3 A Here.

4 Q AYSO?

5 A Here.

6 Q MLS?

7 A Here.

8 Q USL A league? USL A League, Division 2

9 and Division 3?

10 A Here. Here.

11 Q Athletes, John Kerr, Jr.?

12 A Here.

13 Q Janusz Michalik?

14 A Here.

15 Q Marcelo Balboa?

16 A Here.

17 Q Amanda Cromwell?

18 A Here.

19 Q Mark Dodd?

20 A Here.

21 Q Peter Vermes?

22 A Here.

23 Q John Harkes?

24 A Here.

25 Q Linda Hamilton?

1 A Here.

2 Q Kelly Lindsey?

3 A Here.

4 Q Dante Washington?

5 A Here.

6 Q Soccer Association For Youth?

7 A Here.

8 Q United States Special Sports Association?

9 A Here.

10 Q Futsal?

11 A Here.

12 Q U.S. Club Soccer?

13 A Here.

14 Q NSCAA? NSCAA?

15 A Here.

16 Q National Associations: USYSA?

17 A Here.

18 Q USASA?

19 A Here.

20 Q And AYSO?

21 A Here.

22 Our life members: Frank Borroni?

23 A Here.

24 Q Mavis Derflinger?

25 A Here.

1 Q Larry Monaco?

2 A Here.

3 Q Foster Perry?

4 A Here.

5 Q And Alan Rothenberg.

6 Our Board of Directors: Dr. Robert

7 Contiguglia?

8 A Here.

9 Q Sunil Gulati?

10 A Here.

11 Q Bill Goaziou?

12 A Here, sir.

13 Q Dave Askinas?

14 A Here.

15 Q Dave is voting as a pro today. MaryPat

16 Bell?

17 A Here.

18 Q John Bouda?

19 A Happy to be here.

20 Q Mike McDaniel?

21 A Here.

22 Q Chris Christoffersen?

23 A Here.

24 Q Amanda Cromwell is voting as an athlete.

25 Nelson Rodriguez?

1 A Here.

2 Q Nelson is voting as a pro today. Tony
3 DiCicco.

4 A Here.

5 Q Mike Edwards?

6 A Here.

7 Q Werner Fricker, Jr.?

8 A Here.

9 Q Don Garber?

10 A Here.

11 Q Don is voting as a pro today.
12 Richard Groff?

13 A Here.

14 Q Burton Haimmes?

15 A Here.

16 Q John Harkes?

17 A Here.

18 Q John is voting as an athlete today.
19 Larry Harmon?

20 A Here.

21 Q Linda Hamilton?

22 A Here.

23 Q Voting as an athlete today.
24 John Kerr, Jr.?

25 A Here.

1 Q Is voting as an athlete today.

2 Marge Madriago?

3 A Here.

4 Q Francisco Marcos?

5 A Here.

6 Q Francisco is voting as a pro today.

7 Brooks McCormick?

8 A Here.

9 Q Bob McGee?

10 A Here.

11 Q Bob is also voting as a pro today.

12 David Messersmith?

13 A Here.

14 Q Bob Palmeiro?

15 UNIDENTIFIED SPEAKER: He is here.

16 Q I have it in the wrong spot, here. You
17 looked like a pro.

18 A I will take their pro vote.

19 Q Bob Palmeiro?

20 A Here.

21 Q Kevin Payne?

22 A Here.

23 Q Kevin is also voting as a pro today.

24 Darl Rose?

25 A Here.

1 Q Bill Sage?

2 A Here.

3 Q Jim Sheldon?

4 A Here.

5 Q Bruno Trapikas?

6 A Here.

7 Q Peter Vermes?

8 A Here.

9 Q Is voting as an athlete.

10 A Here.

11 Q And Dante Washington voting as an athlete.

12 I will recall the adults that did not
13 respond and then I will recall the youth that did not
14 respond. The Adults: Arizona? Delaware? Minnesota?

15 A Here.

16 Q Nevada? Vermont?

17 On the youth, Missouri? Ohio North?

18 A Here.

19 Q That will make a total vote of 1020.

20 UNIDENTIFIED SPEAKER: Mr. Chairman,
21 Women's Youth Soccer League, did you call?

22 MR. BENANZER: WPSL?

23 A No.

24 MR. BENANZER: I did not recall them. Also,
25 MPSL, they are not here?

1 MR. BUSCH: The Washington State Soccer
2 Association is here, the adults.

3 MR. BENANZER: Say it again.

4 MR. BUSCH: The Washington State Soccer
5 Association is here, the adults.

6 MR. BENANZER: I will need to visit with
7 you. We show a total vote of 1020, which makes the
8 majority 511, and the two-thirds vote will be 680.
9 That is based on the full amount voting. If there's an
10 abstention...

11 UNIDENTIFIED SPEAKER: Tim Holt.

12 MR. BENANZER: Tim Holt, voting as a pro.

13 PRESIDENT CONTIGUGLIA: And I will declare
14 the presence of a quorum. I will also ask by voice
15 vote for the membership to approve the agenda as
16 submitted. All in favor, please, say aye.

17 MR. MONACO: Point of order.

18 Item 12 is not in conformance with the
19 Federation Bylaw 301-9.

20 PRESIDENT CONTIGUGLIA: Do you want to
21 explain what you are talking about, and what does that
22 have to do with approving the agenda or not?

23 MR. MONACO: The agenda says the
24 affirmation of policies adopted. That's not the
25 authority of the National Council. The authority of

1 the National Council is to approve all actions of the
2 Board of Directors.

3 UNIDENTIFIED SPEAKER: The mic.

4 UNIDENTIFIED SPEAKER: They can't hear you.

5 PRESIDENT CONTIGUGLIA: Are you comfortable
6 if I reworded that to say all actions?

7 MR. MONACO: Absolutely.

8 PRESIDENT CONTIGUGLIA: Then, with that
9 change to Item 12, we will say: Affirmation of all
10 actions adopted by the Board of Directors. Are there
11 any other comments? If not, say aye if you approve of
12 the agenda. Opposed? Thank you.

13 (Motion carried.)

14 PRESIDENT CONTIGUGLIA: Now, I will ask for
15 your approval of the minutes of the last AGM, 2003.
16 Are there any changes that anyone has to submit?

17 MR. GOAZIOU: So move.

18 PRESIDENT CONTIGUGLIA: Is there anyone
19 opposed to approving? If not, it will be approved by
20 unanimous consent. Thank you.

21 Starting with my report, if you will
22 indulge me for about ten minutes, while I read this, I
23 would appreciate it.

24 Just seven months ago, in Chicago, during
25 our 90th anniversary, we celebrated a momentous 2002,

1 both on and off the field with our World Cup success,
2 the opening of U.S. Soccer's National Training Center,
3 and preparing to host the FIFA 2003 women's World Cup
4 in the United States.

5 Shortly after the AGM, more than 350,000
6 fans flocked to six venues across the United States to
7 see the finest women athletes perform at the highest
8 level.

9 By using soccer-specific facilities such
10 as Home Depot Center and Columbus Crews Stadium,
11 partnering with Soccer United Marketing, MLS and WUSA,
12 USL, the U.S. Soccer Foundation, and contributions
13 from thousands of volunteers from the soccer family,
14 with less than four months of preparation, we were
15 able to provide athletes with an unmatched environment
16 for success and to impress the world with incredible
17 organization.

18 We were also able to achieve a financial
19 surplus for the event.

20 I want to thank everyone involved in
21 Women's World Cup 2003 for their hard work. We could
22 not have done it without you, and I would like to ask
23 everyone in the room who participated, even if you
24 bought a ticket in World Cup 2003, please stand up and
25 be recognized by the membership.

1 (Applause.)

2 It was quite an event. Everybody worked
3 overtime and incredibly hard and everyone, all of
4 these folks and many, many more deserve your
5 recognition.

6 The success of the Women's 2003 World Cup
7 also showed the impact of the United States Soccer
8 Association on the women's game, with most of the
9 extraordinary performances by players coming from WUSA
10 players. It is obvious that the United States must
11 have a high-level women's professional league for our
12 women's national team to consistently excel and for
13 the women's game to succeed worldwide.

14 During the Women's World Cup, I met with
15 many women soccer advocates from the international
16 soccer community. They said that WUSA was the icon for
17 building the women's game worldwide; that formation of
18 another league is critical for the women's sport, and
19 that any new league must be sustainable for five
20 years.

21 U.S. Soccer's committed to assist in the
22 process of restarting a women's professional league.
23 To that end, we are supporting and working closely
24 with the WUSA ad hoc committee, and the women's
25 national team players association.

1 Player development and facility
2 development are the two critical components of our
3 business plan as we move forward.

4 Last November, your Board of Directors
5 approved Phase 4 of U.S. Soccer's overall strategic
6 business plan. This commitment charts the course for
7 our sport to increase its presence in the American
8 sports landscape.

9 Over the next three years, we will invest
10 \$30 million over operational dollars, with \$14.5
11 million earmarked for player development, \$13.6
12 million going to facility development, and \$1.9
13 million for other initiatives.

14 These investments will bring us closer
15 toward meeting our mission of making soccer a
16 preeminent sport in the United States.

17 The Center For Player Development and the
18 home of our national teams, is our National Training
19 Center at the Home Depot Center in Los Angeles,
20 Carson, California.

21 In January of this year, at the NTC, we
22 hosted nine different U.S. national teams at the same
23 time.

24 In one special moment, we could see the
25 full integration of our men's and women's programs

1 painted in a continuous vista showing national team
2 players from one field to the next.

3 An emotional soccer reporter -- usually,
4 they don't get very emotional -- was standing with me,
5 and he said, "Bob, this is the proudest moment for the
6 United States. Our future is clearly before us."

7 Also in January, the National Training
8 Center hosted a national referee camp and debuted as a
9 venue for the U.S. Soccer National Coaching Schools.
10 And we are currently reviewing the possibility of
11 expanding the National Training Center to include a
12 soccer-specific sports medicine center focusing on
13 performance, treatment and prevention of injuries and
14 player safety.

15 On the field, the target for our national
16 teams continues to be consistent success between the
17 best teams in the world and we are now one of them.
18 Our national team goals remain to qualify, advance and
19 win every FIFA competition.

20 To that end, the past seven months have
21 seen our national teams placed in the top 5, in three
22 FIFA championships with a fifth-place finish for our
23 Under-17 and Under-20 men's teams in their respective
24 competitions, with two players selected for the U-20
25 all tournament team, and the golden boot award, and of

1 course, the third-place finish of the women's national
2 team in the FIFA World Cup.

3 With their third-place finish in the World
4 Cup, our U.S. women's team maintained its perfect
5 record of being the only team with top three finishes
6 in every Women's World Cup and every Olympic women's
7 football tournament.

8 No other country in the world has shown
9 this kind of success. I want to congratulate April
10 and her team for dominating the CONCACAF tournament
11 and qualifying for this coming Olympics in Athens.

12 The inability of our Under-23 men's
13 national team to qualify for the Athens Olympics shows
14 us that there's still more work to do for player
15 development, especially in the 18- to 23-year-old age
16 group.

17 We have talented players in our
18 professional leagues who are capable of competing with
19 the best in the world, but we need more talented
20 players at that level and they need to compete
21 regularly in a professional environment.

22 Our technical staff recommends that our
23 professional leagues establish a reserve team system
24 to provide regular competition for this group of young
25 and talented athletes.

1 We are examining how we can assist in
2 making this reserve team system a reality and working
3 with our professional leagues to see that it happens.

4 Our scouting system, residency programming
5 in Bradenton, Florida and our current developmental
6 program do a good job in identifying and developing
7 players up to 18 years old. We have more quality
8 players who are under 18 years old than ever before
9 with over 40 players in residency.

10 In our business plan, we are providing
11 more training days and more international competition
12 for these young athletes than ever before.

13 Our youth members and scouting systems are
14 identifying hundreds of players starting at 13 years
15 old, and we are using the NTC for more regional,
16 national, and international events to continue to grow
17 this talented pool of players.

18 On the other hand, whenever I attend a
19 FIFA event, I'm congratulated on our progress as a
20 country and our consistent success at the
21 international level.

22 International experts, both in the men's
23 and women's sides of the game, commend us for our
24 athleticism, our fighting spirit, our organization and
25 the psychological strengths of our players. And they

1 say that while the United States has made great
2 progress, we still need to continue to improve in the
3 technical ability of our players.

4 Technical development begins at the eight-
5 to ten-year-old recreational soccer level and
6 continues throughout a lifetime.

7 One of our greatest challenges continues
8 to be the technical development of our young players
9 and making the average player better. Our youth
10 members are responsible for that development.

11 We need to focus on technical development
12 and coach and player education and need to use small-
13 sided games as the best way to develop young players
14 and individual talent.

15 All of us must resist and educate the
16 ill-informed who believe that children must play the
17 adult game and that youth coaches must stress the
18 tactics of winning over technical development. We must
19 understand what youth sports psychologists have been
20 telling us for the last 20 years -- when young
21 athletes have a sense of individual success and
22 accomplishment, like technical training, they get a
23 sense of personal accomplishment. They stay in the
24 activity longer, and they even have more fun.

25 Two weeks ago, I attended the USYSA state

1 association meeting and coaching convention.

2 Great concern was expressed to me about
3 interorganizational and intraorganizational
4 competitions leading to player burnout by forcing
5 players to participate in too many tournaments and
6 events.

7 This also interfered with individual
8 player development. Our youth organizations need to
9 bring order to this situation by working together to
10 organize competitions that place the needs of players
11 above the commercial and economic needs of the coach,
12 club and organization.

13 Our responsibility as soccer leaders is to
14 provide an environment for every player to be as good
15 as he or she can be. This includes providing competent
16 coaching, refereeing, administration, and a training
17 with competition that is appropriate for player
18 development.

19 Another concern expressed by our members
20 is the barriers created by the requirements for teams
21 to obtain travel permits. Travel permits were first
22 introduced by the Federation years ago, mainly to
23 protect players and assure quality competition.

24 Today, these permits are no longer
25 required and are absolutely unnecessary. We need to

1 initiate a uniform policy to remove travel permit
2 requirements for teams playing within U.S. Soccer, and
3 require only notification to the appropriate member
4 organization.

5 Let's move down to facilities.

6 Facility development is crucial to bring
7 our sport to the level of other major sports in the
8 United States. One can easily document the importance
9 of modern sports facilities in the growth of sport
10 worldwide. New NFL stadiums, NASCAR tracks, hockey
11 and basketball arenas have become the backbone of
12 sports throughout the country. New soccer-specific
13 stadiums will plant a solid footprint never seen
14 before in the American sports landscape to help drive
15 future commercial success.

16 We have already seen benefits of these
17 stadiums in Columbus and Los Angeles. These facilities
18 have been shown to provide a better experience for the
19 spectator and the television viewer.

20 The recent ground breaking for a new
21 stadium and field in Frisco, Texas has resulted in a
22 public-private partnership between the city of Frisco,
23 North Texas Soccer, and the Hunts Sports Group and
24 MLS.

25 The project demonstrates what can be

1 accomplished when the whole soccer community works
2 together.

3 The Frisco plan can be a model for
4 partnerships across the rest of the country. In
5 addition, similar plans for facilities development
6 have been approved in Chicago, and plans are underway
7 for Denver, Rochester, Harrison, New Jersey and
8 Washington, D.C.

9 These soccer-specific facilities will
10 benefit the entire soccer family, provide the finest
11 environments for all players to succeed, give U.S.
12 Soccer greater flexibility in scheduling national team
13 games, allow us to host more FIFA competitions and
14 allow for more flexible scheduling for our
15 professional leagues.

16 We will no longer be limited to using only
17 American football stadiums and subject to their
18 scheduling priorities.

19 This new flexibility will allow us to
20 offer broader and more flexible television scheduling
21 of MLS and national team games, which is critical to
22 our advancement in the future.

23 Governance and ethics. We're currently in
24 the middle of a new adventure, namely, a formal
25 evaluation of U.S. Soccer's governance structure and

1 ethics practices. This independent study -- and I
2 stress the word "independent" -- by the consensus
3 management group is the result of the concerns
4 expressed by you, our members, regarding all aspects
5 of how U.S. Soccer governs itself.

6 Issues of equity and fairness in
7 governance, and the balance of tensions between the
8 needs of the Federation as a whole and the needs of
9 our individual members will be examined. We will
10 explore all aspects of governance and structure, and
11 the size and function of our Board of Directors to
12 structure the National Council. In addition, in light
13 of recent scandals within sports and business, there
14 is a need to evaluate our business practices. We will
15 need to do this in order to preserve organizational
16 integrity and to assure that we follow ethical
17 business principles.

18 So far, the process has been well received
19 with everyone providing it, but we had a very nice
20 town hall meeting last night. It was very positive,
21 and I believe the process is going on very well.

22 You have all been open and honest,
23 providing diverse opinions which have been kept
24 confidential.

25 A final report with recommendations will

1 be submitted to the board and to the Task Force on
2 Governance and Ethics and presented on the Internet to
3 all of you for comment. This will be done in May.

4 Then the real work begins, after the
5 report is received and finished. My hope is that any
6 changes coming out of this report will be acted upon
7 at next year's AGM in 2005.

8 You know, one of my favorite sayings is
9 that our challenges are the results of our successes.
10 Our teams are consistently winning on the field. We
11 have financial stability well into the future, a
12 strong business plan for the first time in 90 years.
13 Our coach and referee programs are among the best in
14 the world. We are partnering to build a national
15 footprint of soccer-specific stadiums, and we are
16 focusing on creating environments for making players
17 better.

18 We hosted a most successful Women's
19 World's Cup in only four months. We have done this all
20 by the soccer family working together. But there's
21 more to do, and we talked about it.

22 And we could only do this by continuing to
23 work in an open and transparent manner, respecting
24 each other's opinions and responding to each other's
25 needs while always putting the needs of the players

1 first.

2 Together we can continue to build what I
3 consider to be the finest sports organization in the
4 world.

5 Thank you all for what you do for our
6 game.

7 (Applause.)

8 (Mr. Alan Rothenberg is now present.)

9 PRESIDENT CONTIGUGLIA: Dan Flynn will
10 give the General Secretary's report.

11 MR. FLYNN: Thank you, Bob.

12 As we look over the past four years --
13 ready for the slides, Jay -- as we looked over the
14 past four years, we have essentially managed through
15 our financial framework of our organization and gone
16 from a "now" atmosphere to a much longer-term view and
17 vision for our organization. We have gone through, if
18 you will, our crisis financial management to a longer-
19 term financial management, and now, we must focus on
20 our vision of the future.

21 The challenge in front of us is to
22 strategically set the course for our future. And for
23 the first time in our organization, we can meet the
24 guidelines of our budget committee. We can meet the
25 guidelines of sustaining our player development

1 programs and associated personnel. We can also address
2 where we want to be in five years, and do that in the
3 transparent manner with the financial resources and
4 confidence to execute those plans.

5 As we look away from the now and towards
6 the future, we focus on U.S. Soccer's major
7 initiatives -- player development, facility
8 development, coaching and referee development, event
9 and staff development, the quality environments for
10 our national teams and two task forces of governance
11 and diversity.

12 While Bob has mentioned it, we cannot
13 overemphasize the development of player development in
14 our future. Our objective is simple. To train and
15 develop more athletes and coaches in a better
16 environment, to prepare our athletes for our national
17 teams and their professional leagues. Qualify for each
18 World Cup competition and ultimately set the goal of
19 winning on a world scale.

20 Player development continues to evolve.
21 It's different today than 20 years ago, and we must
22 plan for it to be different five years from now. It's
23 a collective effort with various segments and
24 everybody in this room contributing in different ways.
25 Over the past few years, we have been able to increase

1 the levels of programming for all of our youth teams,
2 and that process also includes, coaches, teams and
3 everybody in this room. Our goal is to get more
4 players involved and more high-level days of training,
5 take our programming from the base level to our
6 supplemental level, introduce new programs that we can
7 sustain through 2006, which include our youth, women's
8 residency program, national team training, our
9 Under-17 through Under-20 development programs, a
10 women's pro development program and a national team
11 residency which is underway for our women's national
12 team.

13 After creating the basic operating
14 assumptions from our national team coaches, we focused
15 on a financial model that ensures that we can fund
16 these programs over an extended period of time, and we
17 are committed to those programs through 2006. Facility
18 development has obviously been talked about a great
19 deal. What started as a dream in '99 was a reality in
20 2003, with the National Training Center. They are the
21 anchors of our future for our sport, and we have
22 soccer-specific stadium work underway in several
23 markets.

24 As we look to the future of the projects,
25 in many, many cities, we continue to pursue those and

1 bring that information back to the board.

2 In terms of our coaching development, we
3 have made progress in our coaching programs over the
4 past few years. We have created and refined the
5 business model for our schools, and we have given
6 technical experts the leeway to improve our curriculum
7 to ensure that we are teaching again in the best
8 fashion possible. There are a number of initiatives
9 that will improve our coaching education for our
10 members. We're introducing two new specialty courses,
11 one in goal keeping and one in strength and
12 conditioning. Additional CEU opportunities will be
13 with our national team at games and at training.
14 Exchange programs continue to be part of our plans,
15 and on-line learning programs and video development is
16 also underway.

17 Turning to referee development, the key
18 part of our continuing evolution is important.

19 It's an all-inclusive top-down program
20 that affects all of our members, starting with young
21 referees and nurturing them through the development
22 process. Our referees from the United States have been
23 extremely successful on the world stage, both on and
24 off the field. In fact, a number of our referees have
25 received important assignments in major events, such

1 as the Men's and Women's World Cup, but it doesn't
2 stop there. We need to make some capital investments
3 in Soccer House to improve our database management as
4 well as personnel.

5 We continue to look at exchange programs
6 with other federations and confederations around the
7 world to improve our refereeing. We continue to focus
8 on on-line learning programs and focus once again on
9 increasing the top-level referee training.

10 In terms of events, the event development
11 is twofold. U.S. Soccer events and hosting world
12 events. Both can have a significant impact on our
13 sport in this country. We have shown what we can do in
14 just four months with the Women's World Cup, but
15 additionally, hosting outside world events, such as
16 Women's World Cup, can play an important role in
17 providing the growth for our sport in this country. It
18 will provide our teams with an important advantage by
19 playing in the U.S., and of course, soccer-specific
20 stadiums will assist in these efforts.

21 Turning to our staff. We have evolved as
22 an organization, and we cannot forget to address our
23 staffing needs. We have reduced our staff, if you
24 will, over the past four years, but we have
25 strategically added back positions that meet our needs

1 and most importantly the needs of our coaches and our
2 teams. Our goal is to operate as efficiently as
3 possible, while creating a solid working staff that
4 can carry the organization to the next level.

5 Turning to our teams -- we want to
6 continue to focus on the quality environment for our
7 national teams, whether it's charter programs that we
8 will gain a technical advantage, whether it's a family
9 program that adds the extra element that's going to
10 improve the team environment. We have always found
11 ways to deliver these items within our budget, but if,
12 in fact, we have needs, we will go back to the board
13 to present them accordingly. And we have launched two
14 task forces that Bob has mentioned, one on governance
15 and one on diversity. I think both processes are
16 underway, and we will be getting results throughout
17 the course of 2004.

18 In summary, we remain focused on our
19 mission to lead and guide the development of the sport
20 in the U.S. We want to generate large-scale momentum
21 for the sport now and into the future. We want to
22 protect the future by focusing on player development.
23 Execution-wise, we remain committed to organizational
24 efficiency and we're committed to remain focused.

25 Thank you.

1 (Applause.)

2 PRESIDENT CONTIGUGLIA: We are now down to
3 new business. The proposed budget for the fiscal year
4 2005. Bill, are you going to do this or is Dave going
5 to do this?

6 MR. GOAZIOU: It would be a pleasure -- I
7 would like to have David Eldridge, as always, he's
8 been chairman of our Budget Committee -- if he will
9 lumber up from the back of the room. He's getting old
10 and the budget is so heavy, he can't carry it.

11 MR. ELDRIDGE: It's on a disk, man. Seize
12 it.

13 MR. GOAZIOU: Come on up here so we can
14 throw rocks at you, Dave. Ladies and gentlemen, David
15 Eldridge, Budget Chairman.

16 MR. ELDRIDGE: Thank you, Bill.

17 As always, I want to publicly thank and
18 have, for the record, my committee, as well as the
19 people that formulated this monstrosity that you have,
20 again, on a disk.

21 The Budget Committee includes Jeff Agoos,
22 Tony Briggs, Bill Goaziou, Brad Hays, Walt Konopka,
23 Steve Lacher, Dave Simmons and Roy Smithers.

24 It's a diverse committee that includes, as
25 you can see, if you remember the names, people from

1 all aspects of soccer.

2 In addition to that, the staff of Soccer
3 House meets with us, Dan and Jay and Rick Matthys,
4 Forest Eber, Chuck Gramigna and Wayne Bizbub.

5 Those people are the ones that put all of
6 the information together from all the facts that they
7 obtain from all the directors.

8 And I want to thank all the directors of
9 all the programs for doing this in a timely manner.

10 As last year, the budget process is a
11 continuing operation. It never stops.

12 We will, as soon as we finish this
13 program, start formulating next year's budget, and the
14 committee will probably meet in August or September to
15 get that formalized, get it to the board, et cetera,
16 et cetera.

17 With that in mind, I would like to ask for
18 a motion to put the budget on the floor for
19 consideration.

20 MS. MADRIAGO: So move.

21 UNIDENTIFIED SPEAKER: Second.

22 MR. ELDRIDGE: It's been moved and
23 seconded. Anybody have any question about anything?

24 We will be back, and I will entertain a
25 motion to approve.

1 PRESIDENT CONTIGUGLIA: It's already been
2 moved.

3 MR. ELDRIDGE: I'm sorry, vote.

4 PRESIDENT CONTIGUGLIA: It's approved by
5 acclamation.

6 MR. ELDRIDGE: We'll approve it by
7 acclamation. It's fine by me.

8 MR. GOAZIOU: Lot of hard work, David.

9 MR. ELDRIDGE: Well, yeah, it is a lot of
10 work, but we're headed in the right direction.

11 (Applause.)

12 PRESIDENT CONTIGUGLIA: Thank you.

13 Our budget people and our staff put in
14 tens of thousands of hours of work, and I appreciate
15 your trust in them, because it's deserved. These
16 people work so hard and every detail is accounted for,
17 and it's the most professional group of people I have
18 ever seen or ever worked with, and I think all of our
19 financial people -- Rich, and people in our office,
20 Forest -- all deserve a round of applause because they
21 are just fabulous.

22 (Applause.)

23 PRESIDENT CONTIGUGLIA: New business. I
24 have here on the agenda life membership. Is there a --

25 MS. DERFLINGER: It was a nomination for

1 Hank Steinbrecher for membership.

2 PRESIDENT CONTIGUGLIA: There was a
3 nomination sent to the membership for life membership
4 for Hank Steinbrecher. May I have a motion?

5 MR. GOAZIOU: So moved, sir.

6 UNIDENTIFIED SPEAKER: Second.

7 PRESIDENT CONTIGUGLIA: It has been
8 seconded. Is there any discussion? If not, we will
9 approve Hank Steinbrecher as a life member by
10 acclamation.

11 (Applause.)

12 PRESIDENT CONTIGUGLIA: Moving along.

13 We now have election of officials. The
14 first position is Executive Vice-president. Are there
15 any nominations for that position?

16 MR. EDWARDS: Mike Edwards, Chairman of the
17 Adult Council.

18 I would like to nominate the incumbent
19 Sunil Gulati for reelection. We historically eat our
20 young, and I think one of the natures of your true
21 soccer art is after we've smacked you and told you to
22 straighten up, you come right back the next day and
23 say we've got a lot of work to do. Sunil has been at
24 this for longer than I have been involved in the
25 sport, and every setback has simply redoubled his

1 efforts to improve the game. I think our results in
2 the last several years have been directly attributable
3 to a lifetime of effort on behalf of Sunil Gulati, and
4 I would encourage you to reelect my friend for the
5 position of Executive Vice-president.

6 PRESIDENT CONTIGUGLIA: Thank you. There's
7 no need for a second. Are there any other nominations
8 for Executive Vice-president from the floor?

9 Are you making a nomination? If there are
10 no other nominations, then I will declare the election
11 unanimous.

12 (Applause.)

13 PRESIDENT CONTIGUGLIA: The next position
14 that's up for reelection is the Treasurer. Bill --
15 excuse me, I almost blew it, Larry.

16 MR. HARMON: Mr. President, Larry Harmon,
17 Youth Council.

18 His golf skills aside -- and they should
19 not be confused with his financial abilities -- I
20 would like to enter into nomination the name of Bill
21 Goaziou for reelection.

22 PRESIDENT CONTIGUGLIA: Bill's name has
23 been nominated. Are there any other nominations from
24 the floor? If not, I will ask for acclamation to
25 elect Bill Goaziou.

1 (Applause.)

2 PRESIDENT CONTIGUGLIA: The next election
3 will be for Foundation board members. It's my
4 understanding that three positions are up.

5 Let's have the nominations first, and then
6 we will talk about the voting process.

7 Steve Flamhaft from New York.

8 MR. FLAMHAFT: I rise to nominate Charles
9 Stillitano. May I be heard?

10 PRESIDENT CONTIGUGLIA: Charles Stillitano.
11 Do you want to say something?

12 MR. FLAMHAFT: It is my privilege to ask
13 the delegates here today for their consideration and
14 support of the reelection of Charles Stillitano to the
15 Board of Directors of the United States Foundation.
16 The Foundation serves the United States Soccer
17 community and plays an important part in the growth of
18 the game. The officers serve and perform throughout
19 the year, involving countless hours of energy,
20 dedication and commitment. Charlie has been an
21 integral part of this group, who volunteered their
22 time and receive in return only the realization that
23 soccer is going forward on America's sports landscape.

24 As many of you already know, Charlie is
25 one of the longest-serving members of the board,

1 having served since its inception ten years ago.

2 He was elected to his present position, as
3 vice chairman, and four years ago, accepted the
4 prestigious appointment as chairman of the grants
5 committee, whose responsibility is to evaluate,
6 implement, and ultimately to determine and decide the
7 granting of millions of dollars to responsible
8 grantees whose ultimate goal is to promote the game.

9 No position is more important. As one of
10 the original members of the Board of Directors, and
11 with the recent change of leadership at the
12 foundation, his past contributions and proven ability
13 and accomplishments takes on greater significance.
14 Now, it is crucial that his experience and counsel be
15 available.

16 If elected, he will continue to serve with
17 dignity and integrity.

18 I ask for your support in permitting
19 Charlie to retain his position and continue to serve
20 for the good of soccer in the United States.

21 (Applause.)

22 PRESIDENT CONTIGUGLIA: I didn't set the
23 ground rules, and I will set some ground rules now. I
24 will ask, if there's a second nominating speech, I
25 will allow it, and I will allow only two, and then

1 when the candidates are all listed, I will give an
2 opportunity to each candidate, if they wish, to make a
3 statement to the membership.

4 Okay. Bill? No, Mike, you were up next.

5 MR. GOAZIOU: I will defer to the older
6 man, sir.

7 MR. EDWARDS: I was going to defer to my
8 dad. Hearing that, I will go first.

9 Mike Edwards, Chairman of the Adult
10 Council.

11 I would like to place in nomination, Irene
12 Saucedo-Smith. Irene has been a board member since the
13 organizational meeting of the Foundation. Yesterday,
14 during the Foundation board meeting, we were treated
15 to a videotape of all these wizards sitting around the
16 table, exchanging ideas as to what the Foundation
17 should be, and I thought it was delightful that Irene
18 had brought her daughter to the meeting, and then I
19 realized that was Irene ten years ago. She still is as
20 tireless and energetic today. She chaired the
21 oversight committee for the Foundation, which keeps
22 the big thumb on Jim Hamilton for all that time, and
23 then keeps the thumb today on Brad Hays, and believe
24 me, knowing those two guys, that is a very large thumb
25 that needs to be kept in place.

1 In that role, Irene also serves on the
2 Executive Committee of the Foundation, has been a
3 tireless worker for the Foundation serving in various
4 committees over that time, and I think her
5 contribution is invaluable. And we would encourage
6 you to retain her as a member of the board of the U.S.
7 Soccer Foundation. Thank you.

8 (Applause.)

9 PRESIDENT CONTIGUGLIA: Thank you. Is
10 there anyone that wants to make a seconding comment
11 for Irene?

12 If not, I will go to Bill Goaziou.

13 MR. GOAZIOU: Mr. President, members of the
14 board of delegates, I would like to place the name of
15 Kevin Payne for reelection to the board of the United
16 States Soccer Foundation. Kevin serves as Secretary,
17 and he's on the Executive Committee. He does a
18 yeoman's job. I have worked with him as a member of
19 the Foundation board. He does a great job, and I would
20 ask everybody to support his reelection to that
21 position. Thank you, Mr. President.

22 (Applause.)

23 PRESIDENT CONTIGUGLIA: Anyone wish to
24 second Kevin's nomination?

25 Are there any other nominations from the

1 floor? Amanda Cromwell.

2 MS. CROMWELL: Yes, I would like to
3 nominate Linda Hamilton. She's a former national team
4 player, coach of the Richmond Striker's Club, current
5 member of the Board of Directors, and currently on a
6 committee on the Soccer Foundation.

7 PRESIDENT CONTIGUGLIA: Anyone wish to have
8 seconding comments for Linda Hamilton? If not, are
9 there any other nominations?

10 MR. RAPAGLIA: Mr. Chairman, I don't even
11 know who is Linda Hamilton? Is she supposed to be
12 here?

13 PRESIDENT CONTIGUGLIA: She's here, and
14 what I'm going to do is give each candidate an
15 opportunity to present themselves to you. We have four
16 nominations. Is there anyone else? Any other
17 nominations from the floor? I don't think I need to
18 vote for that, if there's no other nominations.

19 There's four candidates, Charlie
20 Stillitano, Irene Saucedo-Smith, Kevin Payne and Linda
21 Hamilton. In that order, I will ask each candidate to
22 take the microphone and address the membership.

23 Charlie, are you here? Charlie
24 Stillitano? Is Charlie Stillitano here? Would
25 someone tell him he needs to get to the microphone?

1 He's coming. Charlie Stillitano, you have been
2 nominated for the Foundation. Would you like to say a
3 few words to the membership?

4 MR. STILLITANO: I guess I want to
5 apologize first, for not being here in the Foundation.
6 Was it a good speech? Thank you, Steve. I will get
7 the notes later from that. I apologize. I was pulled
8 out there.

9 It is ten years now since I have served
10 this committee, and there have been so many wonderful
11 times, and there was moments over the past few days
12 where I said to myself, maybe it's time to move on.
13 But coming here the past two days and spending time
14 with really our constituents and the people here, I
15 feel that it would be an honor for me to serve for
16 another three years on this board; particular.
17 Thanks -- I want to thank Jim Hamilton and Brad Hays
18 for making these days feel like they're very rewarding
19 for us. So, thank you very much.

20 PRESIDENT CONTIGUGLIA: Thank you.

21 (Applause.)

22 PRESIDENT CONTIGUGLIA: Irene
23 Saucedo-Smith? Irene?

24 MS. SAUCEDO-SMITH: Good morning. My name
25 is Irene Saucedo-Smith. I have served you on the

1 Foundation since it first started. I would like to
2 continue serving. I would like your vote. I think I do
3 a good job -- I know I do a good job -- in trying to
4 do what's best for soccer, so if you vote for me, I
5 would really appreciate it. But then I also have to
6 say, that if you don't vote for me, I do appreciate
7 the time you have let me serve, and thank you very
8 much.

9 (Applause.)

10 PRESIDENT CONTIGUGLIA: Kevin Payne.

11 MR. PAYNE: Good morning. Thanks, Bill, for
12 nominating me. I have enjoyed my time involved with
13 the Foundation, I have served for three years on the
14 grants committee with Charlie, and the last six years
15 as a member of the board, and as a member of the
16 Executive Committee, as the Secretary. I've tried to
17 work hard and honestly on behalf of the Foundation. I
18 have certainly enjoyed my time. It's a very rewarding
19 task for anybody who has the privilege to undertake
20 it, and I hope that I will have an opportunity to
21 continue to serve.

22 Thank you very much.

23 (Applause.)

24 PRESIDENT CONTIGUGLIA: Linda Hamilton.

25 And Linda, if you are over there, why don't you come

1 to this microphone, please?

2 MS. HAMILTON: Can I come to the one Kevin
3 spoke at?

4 PRESIDENT CONTIGUGLIA: Sure.

5 MS. HAMILTON: I can't believe the one that
6 asked who I am. I'm a little upset.

7 Those of you who don't know, I am Linda
8 Hamilton -- not to be confused with the actress -- I
9 know it's a tough one to get over. I played for the
10 U.S. National Team from 1987 through 1995, on two
11 world cups.

12 Now that I'm old and retired and have bad
13 knees, the thought to get back involved -- I think
14 athletes, in general, we've come up through this
15 program, and we are so grateful to what everybody has
16 done for us, and really, my goal is to give back, both
17 as a coach, as a player, as a leader, and I have
18 joined the U.S. Soccer Foundation recently, on one of
19 the development committees.

20 And the more I continue to get reinvolved
21 on the business side of this game, the more good I
22 feel I can do, so, that's why I would ask for your
23 vote to be on the Foundation.

24 And I appreciate all your support.

25 Thank you.

1 (Applause.)

2 PRESIDENT CONTIGUGLIA: We will vote.

3 Now, who is going to explain how the
4 voting machines work?

5 MR. BENANZER: We're doing the non-
6 cumulative voting. You can only vote for one
7 individual one time. You can vote for up to three of
8 these individuals. If you will put them up on the
9 screen, you can -- apologize, Irene, we've got an E
10 missing.

11 You can vote for one, two, three, or four.
12 You can vote for three of those people. If you happen
13 to press one of those more than once, it will cancel
14 the vote. So, if you want all three of your votes to
15 go to one of those individuals, just push that number
16 one time.

17 If you want to have your votes split up
18 between the three, you can press up to three.

19 So do not press the same button more than
20 once.

21 As you press your button, you will see it
22 come on.

23 PRESIDENT CONTIGUGLIA: Excuse me, John.

24 Please recorrect that, because if they
25 press one three times, their vote would be cancelled

1 because you can't vote for the same person three
2 times.

3 MR. BENANZER: That's correct.

4 PRESIDENT CONTIGUGLIA: Because you had
5 said if you press it three times. Please correct that.

6 MR. BENANZER: I will repeat it.

7 You can only vote for one person one time.
8 If you press Number 1, more than once, it will not
9 count.

10 However, if you want to vote for three
11 individuals, you can vote for one, two, three, or one,
12 two, four, or one, you can vote for up to three
13 individuals. But if you want all of your votes to go
14 to one individual, push one time, and that's all you
15 need to vote.

16 MR. ASKINAS: John, do you have to point it
17 at the screen like a remote control?

18 MR. BLACK: Can we just get one
19 clarification? I'm sorry.

20 But if you vote one vote for one person,
21 and that's all you vote, you are not voting three
22 votes?

23 PRESIDENT CONTIGUGLIA: Correct.

24 MR. STRACHAN: If you press Number 1, the
25 light comes on, and the key pad says number 1, then

1 extinguishes. You press Number 1 again, that cancels
2 the first vote. If you press Number 1, again, and --

3 MR. BLACK: You have the ability to vote
4 for three individuals on the list. You may choose to
5 vote for one, two or three, or choose not to vote, or
6 choose to vote all your votes for one, which is the
7 same as abstaining.

8 MR. STRACHAN: If you press any button, one
9 through four, it will light up. Once that number
10 disappears, your vote has been submitted, you can
11 press another number. It lights up.

12 MR. BLACK: Let the games begin.

13 MR. STRACHAN: The bottom line is, if you
14 press the same number twice, it cancels out the first
15 number.

16 PRESIDENT CONTIGUGLIA: The point is that
17 you cannot vote for -- an individual may not vote for
18 the same person three times.

19 MR. BLACK: Exactly.

20 PRESIDENT CONTIGUGLIA: Got it.

21 MR. BENANZER: The explanation is if you
22 press Number 1, it will give them three votes; if you
23 press Number 2, it takes one vote away from that
24 person, and give them to whoever --

25 MR. BLACK: No.

1 UNIDENTIFIED SPEAKERS: No, no, no, no.

2 PRESIDENT CONTIGUGLIA: I'm sorry, I didn't
3 hear.

4 MR. BLACK: Dr. Bob.

5 Since again, if you cast one vote, one
6 more time, please don't anyone say anything or believe
7 that three votes have been cast for anybody, because
8 they have not.

9 UNIDENTIFIED SPEAKER: Correct.

10 MR. BLACK: You have no ability to cast
11 three votes for a single person regardless of
12 whatever, so, please, John, you can cast one vote, two
13 votes or three votes.

14 PRESIDENT CONTIGUGLIA: For three different
15 people.

16 MR. BLACK: That's all the ability we have
17 to do to vote for up to three different individuals.

18 MR. BENANZER: Correct.

19 PRESIDENT CONTIGUGLIA: If you only want to
20 vote for one individual, you vote once. If you want to
21 vote for two individuals, you vote twice, two
22 different buttons. If you want to vote three
23 individuals, you press three different buttons. You
24 cannot press the same button twice.

25 MR. STRACHAN: The way you do that is to

1 submit a vote, wait for that number to extinguish on
2 the key pad, submit another vote. So you have to wait
3 until that number disappears, submit another vote, and
4 you can do that three times.

5 PRESIDENT CONTIGUGLIA: I have a suggestion
6 that we do a test vote. Is that possible?

7 MR. BENANZER: Sure.

8 PRESIDENT CONTIGUGLIA: Okay.

9 UNIDENTIFIED SPEAKER: No, no, no, no.

10 PRESIDENT CONTIGUGLIA: Okay. Everyone is
11 comfortable with what we're doing. Let's go and vote.
12 If you press Number 1, you are voting for Charlie
13 Stillitano. If you press Number 2, you are voting for
14 Irene Saucedo-Smith. If you press Number 3, you are
15 voting for Kevin Payne. If you press Number 4, you are
16 voting Linda Hamilton. You may only press three --
17 choose three of those four.

18 MR. BLACK: And we have ensured that the
19 computer is set up to calculate it that way, and not
20 to, in any way, collect more than one time for anyone?

21 MR. BENANZER: Yes, we have, Bob.

22 PRESIDENT CONTIGUGLIA: Can I declare the
23 games beginning? Vote now.

24 MS. STROUP: Excuse me, Dr. Bob. Could
25 somebody press the box before --

1 PRESIDENT CONTIGUGLIA: I just voted. What
2 happens is you press your number, it comes on, it
3 flashes, it disappears, and then you press your next
4 number; it comes on, flash, disappears, and then you
5 can get the third number, okay?

6 We're in the process of voting.

7 MR. BUSCH: Mr. Chairman.

8 UNIDENTIFIED SPEAKER: We have a problem
9 with one of the key pads not clearing.

10 PRESIDENT CONTIGUGLIA: We have a key pad
11 not clearing.

12 MR. BENANZER: Bring the key pad. We have
13 one.

14 PRESIDENT CONTIGUGLIA: Bring your key pad,
15 down there.

16 MR. BENANZER: We closed it down. We will
17 have to do a revote here in just a moment.

18 PRESIDENT CONTIGUGLIA: That was the
19 practice run; is that what we're saying?

20 MR. BENANZER: That was definitely
21 practice.

22 PRESIDENT CONTIGUGLIA: That was the
23 practice run, okay.

24 MR. BENANZER: It looks like we have four
25 key pads.

1 PRESIDENT CONTIGUGLIA: We have four
2 disabled key pads. We have a trainer here to tape up
3 these key pads and get them back on the field.

4 Now, what we will do, now that we've
5 practiced, what we will do is count down to the vote.
6 Everything has been reset, am I correct? Everything
7 has been reset. We need to get our athletes back here
8 and reseeded on the field of play. He's gotten his
9 rubdown. He's ready to go.

10 MR. BENANZER: We've got the key pads
11 prepared, and we're ready when you are.

12 PRESIDENT CONTIGUGLIA: Let's get those
13 folks seated. There you go. Now, may I count down. 5,
14 4, 3, 2, 1, vote.

15 UNIDENTIFIED SPEAKER: I got another one
16 not working again.

17 MR. BENANZER: The voting will stop in 3 --

18 PRESIDENT CONTIGUGLIA: Hold up. We have a
19 couple of disabled. Everything is still active, so
20 don't play -- if you voted already -- don't play with
21 your key pads.

22 MR. BENANZER: There's no more key pad
23 problems. The voting will stop in 3, 2, 1.

24 PRESIDENT CONTIGUGLIA: 3, 2, 1, stop. Vote
25 is submitted. I do want to announce that tomorrow is

1 John Harkes' birthday.

2 (Applause.)

3 PRESIDENT CONTIGUGLIA: Happy birthday. He
4 tells me he is 29.

5 MR. HARKES: Again.

6 PRESIDENT CONTIGUGLIA: Again.

7 MR. HARKES: Thank you.

8 PRESIDENT CONTIGUGLIA: Anyone else have a
9 birthday that we can clap for? John Kerr had a
10 birthday yesterday and he was 29 yesterday.

11 Very good.

12 MS. STROUP: I hope you will join me in
13 congratulating Mavis Derflinger, who is going to be
14 inducted into the CONCACAF Hall of Fame.

15 (Applause.)

16 PRESIDENT CONTIGUGLIA: We have the results
17 up on the board. Your new members of your Foundation,
18 continuing members, are Charlie Stillitano, Linda
19 Hamilton and Kevin Payne. Congratulations to you.
20 Irene, thank you for your service.

21 The next item on the business agenda are
22 proposed amendments to the Federation bylaws. I will
23 ask MaryPat Bell to step forward.

24 MR. MONACO: Point of order, Mr. Chairman.

25 PRESIDENT CONTIGUGLIA: Larry, you had one

1 point of order today. That's enough. No more.

2 What is your point of order?

3 MR. MONACO: Under Section 3 of Bylaw 802,
4 it says proposed amendments and recommendations of the
5 Rules Committee shall be submitted in writing to each
6 member of the council at least 30 days in advance.

7 My point of order is on today's basis, it
8 was not submitted 30 days in advance, and it was not
9 submitted in writing. Here's the package February
10 17th, which includes a disk, so none of the amendments
11 are in order.

12 (Applause.)

13 PRESIDENT CONTIGUGLIA: Is your point that
14 because it's on the disk, it's not in writing?

15 MR. MONACO: That's one of the two points.
16 The first point is that it's on a disk, which is not
17 in writing. Page 2, footnote, Page 2, Roberts Rules of
18 Order footnote, but in any event, our bylaws say "in
19 writing." That's not in writing. The disk is not in
20 writing. And second, it was not, even if you construed
21 it to be in writing, it's not 30 days. It was not put
22 in the mail distribution system until February 17th.
23 To be valid, it must have been put in the mail
24 distribution system on February 6th.

25 PRESIDENT CONTIGUGLIA: Okay. What I will

1 do, I will.

2 UNIDENTIFIED SPEAKER: Can we move to waive
3 that?

4 PRESIDENT CONTIGUGLIA: I will ask for a
5 voice vote to waive that obligation and proceed.

6 UNIDENTIFIED SPEAKER: No, no, no.

7 MR. MONACO: Point of order, Mr. Chairman.

8 PRESIDENT CONTIGUGLIA: Larry, sit down,
9 please. He has made his point. Let's let the
10 parliamentarian decide what we want to do.

11 (Pause in proceedings.)

12 PRESIDENT CONTIGUGLIA: We have decided to
13 waive that bylaw and not address it. We will take it
14 off the agenda because of those protests, and we will,
15 I'm told that stuff was mailed 29 to 28 days. It
16 wasn't 30, so we will take that proposed amendment off
17 of the agenda and deal with it at the next AGM.

18 The next item of business is -- how did we
19 correct the language here? Affirmation of Board of
20 Directors actions. I will ask for a motion to accept
21 or affirm.

22 UNIDENTIFIED SPEAKER: So move.

23 PRESIDENT CONTIGUGLIA: Is there a second?

24 UNIDENTIFIED SPEAKER: Second.

25 PRESIDENT CONTIGUGLIA: Any discussion? It

1 appears not. We will affirm the actions of the Board
2 of Directors by unanimous consent.

3 I will ask for a motion to adjourn.

4 MR. GARBER: So move.

5 PRESIDENT CONTIGUGLIA: Unless there's a
6 comment, we are adjourned. We will move to the Good
7 of the Game. And I will ask, welcome anyone up to the
8 microphone to talk on behalf of the Good of the Game.

9 MR. FRISOLI: For the good of the game, I
10 would suggest that the next time we meet and they
11 serve coffee and rolls outside that they leave it
12 until the end of meeting instead of rushing it off to
13 get everybody in the room.

14 PRESIDENT CONTIGUGLIA: I'm sorry. I
15 couldn't understand your Boston accent.

16 MR. FRISOLI: I speak the King's English.

17 I make a suggestion that the next time we
18 meet, we serve a continental breakfast outside that
19 stays outside until the end of the meeting, in case
20 someone wants to go outside for a second cup of
21 coffee.

22 PRESIDENT CONTIGUGLIA: Other Good of the
23 Game comments over here.

24 MR. SULLIVAN: Aloha. I want to invite all
25 of you people to paradise. As you may know, it's the

1 second time, we are having the Veteran's Cup in
2 Hawaii. Last year we had 65 teams. We had parties at
3 the Royal Hawaiian under the stars. Everybody enjoyed
4 the 23 fields that we have, and our lighted stadium. I
5 also have a Boston accent, but I have been in Hawaii
6 for 47 years. We do invite you June 21st to, and 27th
7 to 23rd, for -- you can get eight days in Waikiki,
8 seven nights, if you have four to a room, you get a
9 free car, air fare included, for \$650. That's on the
10 West Coast. Only 950 --

11 (Laughter.)

12 MR. SULLIVAN: Anyway, from New York, it's
13 only 950. Now, we are not only talking about bringing
14 a team -- if you want to come and play with a team, we
15 can do that -- but your friends or relatives who want
16 to come to Hawaii that don't have anything to do with
17 soccer, don't want to see a game, just want to come
18 out and enjoy with themselves or their families or
19 their girlfriends, whatever, that's \$650 from the West
20 Coast, so you can find all of this information. We
21 have tournaments all year long you can come to. You
22 just go to -- remember this -- soccer, you all know
23 soccer -- Soccer Hawaii, which is your destination.
24 So, Soccer Hawaii, you will find out all about this.
25 Aloha, and see you there.

1 (Applause.)

2 MR. PINORI: Peter Pinori from Eastern New
3 York. I just want to say, welcome to New York on
4 behalf of our President Peter Masotto from Eastern New
5 York. I hope you all had a good time, and you had time
6 to enjoy theaters, museums and restaurants. And since
7 we're talking about Hawaii, maybe our next meeting
8 will be in Hawaii. But since we're finishing earlier,
9 if you guys can get a chance, please take a chance to
10 see the island of Manhattan. It's a beautiful island.
11 So welcome, and thank you very much.

12 MR. HAYS: I'm Brad Hays, the chairman of
13 the Foundation. I just wanted to stand and, again with
14 Dr. Bob thank Irene for her service on the Foundation
15 board. She's done that at considerable personal
16 sacrifice, and she's always the champion and the
17 conscience of the Foundation that reminded us of
18 everyone that's sitting right here, and how things
19 impacted you.

20 Our minds might be globally looking at
21 different things and Irene would always bring us down
22 to the base level. How is this going to affect the
23 state association in Missouri? She was a tireless --
24 and totally incapable of being intimidated -- voice
25 for women on the board. When there was lots of noise

1 going one direction, Irene would stand by herself,
2 sometimes, and, say wait a minute, this is not going
3 to positively impact the cause of women in our sport.
4 And I just hope all of you go around and thank her for
5 the ten years of service as an extraordinary member of
6 not only the board, but the Executive Committee of the
7 Foundation.

8 Thank you, Irene.

9 (Applause.)

10 (Standing ovation.)

11 PRESIDENT CONTIGUGLIA: Jim Hamilton.

12 MR. HAMILTON: First I would like to echo
13 what Brad said, but also, one of the members of the
14 Region 4 group had some medical problems last night,
15 and is in the hospital -- Barb Trainor from Arizona --
16 and I hope everybody keeps her in their prayers and
17 best wishes. Arizona was not here today for that
18 reason.

19 PRESIDENT CONTIGUGLIA: Barb had
20 appendicitis, I believe, and I think surgery went
21 well. Irene.

22 MS. SAUCEDO-SMITH: I'm sorry, I'm always
23 so emotional. I hate to stand up here and cry. My dad
24 said it was a sign of weakness.

25 I do want to thank you all. It's been

1 really a great experience and being on the
2 Foundation -- I used to be a state president, and of
3 course, I started out being a referee and a coach and
4 all of that. But I do think one of the problems we
5 have with our group is we can't seem to get along, and
6 we're all here for the same reason -- at least I
7 hope -- that we want soccer to keep growing, and we
8 have done such a great job up until now, even with the
9 obstacles that come about.

10 People know when I get up to talk, I get
11 very nervous, I'm horrible at public speaking, but I
12 do want to thank you. And I know the youth and the
13 amateurs really supported me, and that makes me feel
14 so good. I know that I did a good job.

15 And being on the Foundation, the people
16 that serve, it really, it was a very good experience,
17 and even though, at times, we disagree on different
18 things, I think that we got the right idea in trying
19 to go forward, and when I look at Alan Rothenberg --
20 who Alan, you know that I didn't vote for you when you
21 were running --

22 MR. ROTHENBERG: Nobody will claim it.

23 MS. SAUCEDO-SMITH: -- and that is one
24 thing, I will always try to be very honest. It's
25 easier.

1 Oh, if someone would smile and ask me for
2 my vote, oh, yeah, right, and you're really not
3 lying -- and no, if someone would ask me -- and I was
4 going to steal somebody's Coke here because my mouth
5 is getting so dry, they don't have water on the tables
6 anymore -- but Alan Rothenberg, when he came on board,
7 he did so much for the sport that even though in the
8 beginning, I didn't seem to see that picture. And
9 just different people who we might not feel the same
10 way to begin with, that realize that they are moving
11 us forward and taking us forward, and I do hope with
12 the athletes and the pros and the youth and the
13 amateurs, or adults, as we call them -- I thought we
14 were all adults -- that we can put all these
15 differences aside and try to move forward.

16 But thank you so much. And I don't mean
17 to be crying, but I just wanted to have one word to
18 let you know I have enjoyed this, and I do appreciate
19 that you let me serve. Thank you.

20 (Applause.)

21 PRESIDENT CONTIGUGLIA: Anyone else wish to
22 make a comment before I recognize folks from up here?
23 Kevin, then Sunil. Anyone else?

24 MR. PAYNE: Sorry, Bob, didn't mean to go
25 out of order. I just wanted to say that for me, I have

1 really enjoyed this Annual General Meeting a great
2 deal, and it's been very encouraging for me. And I
3 know I have talked to a lot of the membership, and I
4 have heard the same thing. We seem to have better
5 lines of communication open now than maybe we have had
6 in some past AGMs, and I think there's been a lot more
7 discussion and frank and open discussion between
8 members of the various councils, and I think it's
9 very, very beneficial for the organization.

10 I also recognize as a practical matter,
11 this isn't, obviously, the largest AGM that we've had
12 in recent years in terms of attendance, and I know
13 that the youth, for instance, just had their mid
14 winter event just a few weeks ago. But I hope that
15 everybody who is here will go back and talk to their
16 constituent members and their colleagues and explain
17 that we maybe are entering into a new and more
18 constructive phase of communication and candor and
19 cooperation that will serve the game well for all of
20 us.

21 Thank you.

22 (Applause.)

23 MR. GULATI: Thanks, Bob.

24 First, thank you for your support today.

25 Two or three comments -- and I made some of these at

1 the board meeting -- and some of you who were at the
2 board meetings know that we're engaged in a pretty
3 broad-based study of our own membership as well as
4 soccer participation in the country. And a number of
5 you have asked for parts of that. We will get you
6 parts of that in the next 60 days, it will be done,
7 and frankly, it's the most comprehensive study we've
8 done or anyone has done on our membership since we
9 have been in existence. Demographics, reasons for
10 playing, all those sorts of things -- age, profile,
11 and a lot of what we saw early on -- reinforced what
12 all of us thought to be the case, and we'll see where
13 that is and where it's not.

14 Second, part of the reason for that study
15 was a continuing effort that we have in terms of
16 diversity. I think we will see some numbers in there
17 that will make that even more important if we didn't
18 already believe that, and that's certainly an
19 important goal that I'm going to keep hammering at for
20 the next few years. And lastly, which I have said, I
21 guess, every time I have come to the microphone for
22 the last 20 years or so, we have been successful. We
23 need to keep getting better. We're not going to be in
24 Athens with two teams, but with one team, and there's
25 some great things going on. But unless we're winning

1 every medal, we can get better. Unless we can get
2 every kid the right place to play, we can get better,
3 and so on, so let's keep our eyes on the multiple
4 balls we're juggling. Thanks.

5 PRESIDENT CONTIGUGLIA: Anyone else wish to
6 make any comments? Billy.

7 MR. GOAZIOU: First, I would like to say
8 thank you for allowing me to serve here for another
9 four years. I want to kind of echo a few things that
10 he said, and Kevin has said. I found this weekend to
11 be an enjoyable one in terms of sharing with the
12 athletes, the amateurs, the youth -- people working
13 together to try to have the same goals and objectives
14 and that's to have better players play for the United
15 States, and I think we just need to continue to do
16 that. To me, this was a very, very positive weekend in
17 terms of relationships being started, and last, but
18 not least, I want to say thank you to Irene. She and I
19 have become very, very dear friends, and I want to
20 thank you for what you have done for the Foundation.
21 Thank you.

22 (Applause.)

23 PRESIDENT CONTIGUGLIA: Peter.

24 MR. VERMES: I won't bore you.

25 I just want to say a quick note in regard

1 to the athletes.

2 I've had a chance to speak with different
3 councils, so have a lot of the other athletes.

4 Whatever has happened in the past, in regards to the
5 athletes not being available -- I think I have sent
6 this out to most of you -- but to those of you who
7 haven't heard this, we, as the athletes, would like to
8 just say that we are in a position where we are very
9 approachable. Issues that come up in the future, we
10 want to be kept in the loop on, and you need to invite
11 us into sessions where you are discussing certain
12 matters, so that we have a chance to make informed
13 decisions on those things.

14 We're becoming more proactive as time goes
15 on, and as I stated yesterday in a couple of meetings,
16 that unfortunately, what happens is that a lot of the
17 people in this room view the athletes as professional
18 players. But that's because when we retire, that's
19 usually where we, what we leave from.

20 Realistically, we all started out as rec
21 players one day, and we went through the system, in
22 which all of you are here, committed and loyal to and
23 trying to put the best opportunities out for kids and
24 playing the game. And you have to understand, from
25 our point of view, we're all about the players. And

1 we have a premise from which we make our decisions on,
2 and it's pretty simple: If there's something that
3 comes up that is helping players play the game, we are
4 for it. If it's something that's going to restrict
5 players from playing the game, we're against it. It's
6 a pretty simple thing.

7 Our line of communication, I believe, is
8 extremely open with our group. I don't want it to be
9 just with myself, since I'm the new elected chairman
10 of our council. I think it has to be with all 20
11 members, because it will give us an opportunity again
12 to make more informed decisions.

13 Know that that opportunity is there. We
14 are very approachable. At the same time, there's going
15 to be times that we will disagree, but I think it's
16 because that we all have different opinions, but I
17 also think there's got to be a level of respect
18 between all of us. I have been in meetings here for a
19 number of years now, and there's been hand grenades
20 thrown across this room many times by different
21 groups. It's unproductive. It's the wrong thing to
22 take place in this environment, and different people
23 have their own perspectives. And remember, you don't
24 always know what's going on behind the scenes, just as
25 when we get in a meeting ourselves, we discuss issues.

1 A lot of people think we don't do that, but we do.

2 We may not make the best decision. We're
3 going to make mistakes. We'll accept that. We did the
4 same thing when we were players at the highest level.
5 We made mistakes on the field, and we suffered those
6 consequences, but we came back the next week, and we
7 had another game and we tried to perform to the best
8 of our ability. I hope this group is always thinking
9 in that respect, especially because we're all here for
10 one reason. It's because of players. If there wasn't
11 players out there, we wouldn't be in this room -- the
12 bottom line. I don't mean to lecture anybody. I'm not
13 talking down to anybody by any means, because I have
14 the utmost respect for all of you, because you are
15 volunteers, and you have done a great job for this
16 game. We are where we are today because of you, and
17 because of people in the past who have just put a
18 tremendous amount of effort into this game, and that's
19 fantastic.

20 But again, we have to be willing to
21 approach each other and have an open dialogue. And I
22 believe that's how we will move forward. I thank you
23 for your time, and I hope this game will progress
24 forward because of great efforts of the people in this
25 room.

1 Thank you.

2 (Applause.)

3 PRESIDENT CONTIGUGLIA: Steve Flamhaft.

4 MR. FLAMHAFT: I would like to address
5 Larry Monaco's actions. As a lawyer, I think I
6 understand the adherence to strict interpretation of
7 statutes; however, when you read the commentaries on
8 why statutes are passed and what the legislature had
9 in mind when they passed the statute, there are
10 reasons for the passage of certain statutes, and
11 that's called spirit of the statute. I think that was
12 violated today by Larry, by his position, in not
13 allowing those proposed amendments to go forward on a
14 strict interpretation of one or two days that we were
15 missing.

16 PRESIDENT CONTIGUGLIA: Don Garber.

17 MR. GARBER: Thanks, Dr. Bob. I want to
18 first thank the folks from Eastern New York for
19 hosting all of us here during the AGM. I also want to
20 thank and really congratulate Dr. Bob and Dan and the
21 guys at the federation. Our federation is more
22 professional and better well run than it's ever been
23 in the past, and I think the concept of inclusion is
24 something that all of us are beginning to feel more
25 and more, and I think that's because of the people

1 that are running our Federation.

2 I also want to thank and really express
3 the appreciation of everyone in our league for the
4 support of everyone in the soccer community for our
5 league, for our teams, and for helping us to grow
6 professional soccer in the United States, and to help
7 us be more competitive as a professional soccer league
8 here against the other leagues, and to be able to
9 stand toe to toe at some point with the other
10 professional leagues across the world.

11 You are responsible for creating the
12 athletes that are here today and taking an active role
13 in helping to make this Federation and make our
14 country, a bigger and better, more powerful soccer
15 nation. We ask that when you are dealing with those
16 young kids to help turn them from participants into
17 fans, to help them to understand the experience and
18 the joy and the passion of cheering for a player, of
19 cheering for a team, of waving a flag, of tooting a
20 horn, of aspiring to be a great player in our great
21 country, so thanks for your support. We really do
22 appreciate it.

23 (Applause.)

24 MR. BOUDA: John Bouda, referee director.

25 I want to thank all the states for their

1 help in making what FIFA considers one of the finest
2 referee programs in the world. I also want to say that
3 the goal for the national program for referee national
4 development is to get a United States referee in every
5 third-place match around the world, and this is
6 because we want our men's and women's national teams
7 to be playing in the finals.

8 Also, an AGM couldn't go by with me not
9 saying, please have a safe, fair, fun game of soccer.

10 PRESIDENT CONTIGUGLIA: Thanks, John.

11 (Applause.)

12 PRESIDENT CONTIGUGLIA: John, of course,
13 reelected to our Board of Directors. He has been an
14 incredible asset, not only for his analysis of things,
15 and representing the referees, but for his dedication
16 and fun and considering the game as fun and reminding
17 us why we're all here. It's definitely appreciated,
18 John. Bob.

19 MR. BLACK: I promise to be brief.

20 PRESIDENT CONTIGUGLIA: That's not
21 possible. A brief statement by Bob Black.

22 MR. BLACK: However, I just want to reflect
23 on a couple of items. A great deal of pride too in
24 the fact that, I too tomorrow will be 29. I share a
25 birthday with John Harkes.

1 MR. HARKES: Bob, I love you.

2 MR. BLACK: Both of us had some incredible
3 contentious times in our early years and it will
4 probably continue, too.

5 UNIDENTIFIED SPEAKER: Brief.

6 MR. BLACK: However if you look around this
7 room, and this room is made up, this organization is
8 made up of the past, the present, we are all looking
9 for the future. Most of the time, the future isn't
10 brought here with us, because it's left at home,
11 whether it's kids who don't have players to play with.
12 Those of us from the past need to make sure we're
13 tuned to getting into the future and helping be part
14 of that future. Those that are from the present need
15 to not discount some of the knowledge from the past --
16 not saying you have to take it at face value, but at
17 least consider it.

18 And if you are from the past, understand
19 that whether the present and the future is listening
20 to you or not doesn't mean they have to do every part
21 of it to be right.

22 Together, this organization is going to go
23 much farther than it has already gone, and it's made
24 some incredible leaps. This is my 21st consecutive one
25 of these meetings. I don't say that to be brave or

1 something, because I look around this room, and my
2 God, Sal has doubled that.

3 And I will close by saying this is far
4 better than my last experience in this room, when a
5 former actress who was really, really looked at as
6 being, you know, really pro soccer for the moment --
7 pro soccer lasted for, I think, one night, when she
8 butchered Dr. Havelange's name and our president's
9 name a couple of times -- but God bless her, once in
10 awhile, "I do dream of Jeannie."

11 Thank you.

12 (Applause.)

13 PRESIDENT CONTIGUGLIA: Anyone else wish to
14 make any comments? Marge?

15 MS. MADRIAGO: We did not do a Werner
16 Fricker Award for this meeting. You will be receiving
17 something in the near future about that. I want to
18 bring your attention to it, and please give it some
19 considerable thought and get out nominations for those
20 deserving people. Thank you.

21 PRESIDENT CONTIGUGLIA: Anyone else want to
22 make a comment?

23 First, I want to thank Eastern New York,
24 Youth and Amateur Soccer for hosting us; Don Garber,
25 for hosting the reception, Nike. It's always fun to

1 come to New York.

2 I spent the weekend listening, and it's
3 been a great experience for me sitting down with many
4 of you individually, and one-on-one and listening to
5 your thoughts. And there's no question that the
6 comments that were made tonight about us moving in a
7 direction of working together and the commitment to
8 doing that are there.

9 If we continue to follow what we're saying
10 and keep doing that, our organization is going to
11 continue to grow and prosper with all of you. You are
12 the ones that have made this game develop throughout
13 this country. You are the ones who have provided the
14 programs for the kids. You are our foundation, and we
15 thank you all for what you do for the game and all for
16 you what you do throughout your lives.

17 Enjoy yourselves. The meeting is
18 adjourned.

19 (Adjourned at 9:45 a.m.)

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REPORTER'S CERTIFICATE.

1
2
3 I, DEBRA K. RESLING, Registered Merit Reporter,
4 appointed to take the meetings of the United States
5 Soccer Federation, do certify that the within
6 proceedings of the Annual General Meeting meeting were
7 taken by me stenographically at the New York Hilton,
8 New York City, NY, on March 7, 2004 then reduced to
9 typewritten form consisting of 78 pages herein; that
10 the foregoing is a true transcript of the proceedings
11 had.

12
13 I further certify that I am not related to any
14 party herein or their Counsel, and have no interest in
15 the result of this litigation.

16
17 In witness hereof I have hereunto set my hand
18 this 22nd day of March, 2004.

19
20 _____
21 Debra K. Resling, CSR, CRR
22 Registered Merit Reporter
and Notary Public.
23 18 E. Fountain
Colorado Springs, CO 80903

24 My commission expires February 25, 2005
25