PROCEEDINGS

UNITED STATES SOCCER FEDERATION

89TH ANNUAL GENERAL MEETING
NATIONAL COUNCIL MEETING

Hilton in the Walt Disney World Resort
Orlando, Florida

March 13, 2005
8:00 - 10:51

Reported by Debra K. Resling, RMR, CRR
# Agenda

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PRESIDENT CONTIGUGLIA: Please everyone get seated, and we'll call the meeting to order. We have a lot of business to accomplish, and I know people have early flights, so we will try to get this moving along.

First, welcome, and I would like to thank you all for being here. We had a great night last night, and I expect the spirit to continue during the day and in the future.

First, I will like to ask everyone to stand for a moment of silence to remember those who have passed this year.

(Moment of silence.)

PRESIDENT CONTIGUGLIA: And now the pledge of allegiance. Where is the flag? Well, I'll apologize. We'll pledge to the crest.

(Pledge of Allegiance.)

PRESIDENT CONTIGUGLIA: We will have roll call and the Credentials Committee report, and I will ask Bob Kepner to give that report.

MR. KEPNER: Good morning.

As Credentials Committee chair, I'm here today to perform two specific duties. First, I will provide you with a report from the Credentials Committee, and then secondly, I will conduct a roll
call.

First of all, an explanation about how one determines active participation through voting in this particular meeting. It is based on registration numbers and fees paid during the calendar year, January 1 through December 31, 2004.

The committee met three times in advance of this meeting: Once by teleconference call, a meeting that was held about a month and a half ago to discuss procedures, take a look at anything we need to consider in terms of possible issues, in terms of how to handle them, but procedural issues are the primary matter that we addressed.

When we arrived here in advance of this meeting, we first meet on Friday night to see where we stand in terms of registration and sign-in at that point by delegates. That gives us a preliminary sense of where things stand. We speak with credentials chairs from other member organizations, try to get everything together so that when we have our final meeting in advance of this meeting, and that final meeting by the committee was held yesterday afternoon at about 4:15, shortly after registration and sign-in by delegates for this meeting had concluded.

Excuse me. I left one document over
there.

PRESIDENT CONTIGUGLIA: People want to sing while he's doing that? Sing "Kumbaya," or something like that.

MR. KEPNER: Thank you.

Based on the number of delegates and based on the delegate registration and sign-in, we have the number of delegates for each of the organizations as follows: 245 for the Youth Council, 167 for the Adult Council, 13 for the Professional Council, 3 for the Athletes Council, 9 other members, 6 life members, 26 members of the National Board of Directors, for a total delegate count of 469.

Now, in determining the weighting for the various votes, Bylaw 302 is the guide that we use. The weighting for these votes is as follows: Youth Council, of course, the largest council of the four, weighted 1 for each delegate vote; Adult Council, 1.47; Professional Council, 18.85, Athletes Council, 65.00; affiliate and associate organizations, life members, and National Board of Directors, a weighting of 1. This gives nonathlete total weighted vote youth delegates 245; adult delegates 245; professional delegates 245; affiliate and associate organizations, life members, and National Board of Directors 41, for
a total of nonathlete total weighted vote of 776, athlete delegates weighted vote 195. Total votes 971.

If all delegates vote, a majority vote would constitute 486 of the 971, and if two-thirds vote, if all delegates voted, would be 648.

One point of information is that one of the action items of the Credentials Committee was that it was presented by two separate national state associations with a request for proxy.

Bylaw 302 specifically addresses that matter. No vote by proxy is allowed, and therefore, the Credentials Committee voted to recommend to the chair that the proxy votes requested not be allowed.

In conducting a roll call, rather than stating each state association in terms of its complete name, I will indicate the group the particular group that I'm addressing, and then simply give the state name.

I will begin with the adult state associations.

Answer "present" or "here."

(The following represents the roll call by Bob Kepner; the answers by the respective parties.)

Q Alabama?

A Here.
1  Q  Alaska?
2  A  Here.
3  Q  Arizona?
4  A  Here.
5  Q  Arkansas?
6  A  Here.
7  Q  California North?
8  A  Here.
9  Q  California South?  Colorado?
10  A  Present.
11  Q  Connecticut?
12  A  Present.
13  Q  Delaware?  Eastern New York?
14  A  Here.
15  Q  Eastern Pennsylvania?
16  A  Here.
17  Q  Florida?
18  A  Here.
19  Q  Georgia?
20  A  Here.
21  Q  Hawaii?
22  A  Here.
23  Q  Idaho?
24  A  Here.
25  Q  Illinois?
1  A  Here.
2  Q  Indiana?
3  A  Here.
4  Q  Iowa?
5  A  Here.
6  Q  Kansas?
7  A  Here.
8  Q  Kentucky?
9  A  Here.
10 Q  Louisiana?  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?
19 A  Here.
20 Q  Mississippi?  Missouri?
21 A  Here.
22 Q  Montana?  Nebraska?
23 A  Here.
24 Q  Nevada?
25 A  Here.
1 Q New Hampshire?
2 A Here.
3 Q New Jersey?
4 A Here.
5 Q New Mexico? North Carolina?
6 A Here.
7 Q North Dakota? North Texas?
8 A Here.
9 Q Ohio North?
10 A Here.
11 Q Oklahoma?
12 A Here.
13 Q Oregon?
14 A Here.
15 Q Pennsylvania West?
16 A Here.
17 Q Rhode Island?
18 A Here.
19 Q South Carolina?
20 A Here.
21 Q South Dakota? Southern Ohio?
22 A Here.
23 Q Tennessee?
24 A Here.
25 Q Texas South?
1  A  Here.
2  Q  Utah?
3  A  Here.
4  Q  Vermont?
5  A  Here.
6  Q  Washington?
7  A  Here.
8  Q  West Virginia?
9  A  Here.
10 Q  Western New York?
11 A  Here.
12 Q  Wisconsin?
13 A  Here.
14 Q  Wyoming?
15 Direct affiliates of USASA? AYSO Amateur League?
16 A  Here.
17 Q  United Soccer Leagues?
18 A  Here.
19 Q  Champions Soccer League?
20 A  Here.
21 Q  WPSL?
22 A  Here.
23 Q  NPSL?
24 A  Here.
25
1  Q  PASL?  MSSL?
2  A  Here.
3  Q  National youth state associations.
4  A  Here.
5  Q  Arizona?  Arkansas?
6  A  Here.
7  Q  California North?
8  A  Here.
9  Q  California South?
10  A  Here.
11  Q  Colorado?
12  A  Here.
13  Q  Connecticut?
14  A  Here.
15  Q  Delaware?
16  A  Here.
17  Q  Eastern New York?  Eastern Pennsylvania?
18  A  Here.
19  Q  Florida?
20  A  Here.
21  Q  Georgia?
22  A  Here.
23  Q  Hawaii?
24  A  Here.
1 Q Idaho?
2 A Here.
3 Q Illinois?
4 A Here.
5 Q Indiana? Iowa?
6 A Here.
7 Q Kansas?
8 A Here.
9 Q Kentucky?
10 A Here.
11 Q Louisiana?
12 A Here.
13 Q Maine? Maryland?
14 A Here.
15 Q Massachusetts?
16 A Here.
17 Q Michigan?
18 A Here.
19 Q Minnesota? Mississippi? Missouri?
20 A Here.
21 Q Montana? Nebraska? Nevada?
22 New Hampshire?
23 A Here.
24 Q New Jersey?
25 A Here.
1  Q  New Mexico?
2  A  Here.
3  Q  New York West?
4  A  Present.
5  Q  North Carolina?
6  A  Here.
7  Q  North Dakota? North Texas?
8  A  Here.
9  Q  Ohio North?
10 A  Here.
11 Q  Ohio South?
12 A  Here.
13 Q  Oklahoma?
14 A  Here.
15 Q  Oregon?
16 A  Here.
17 Q  Pennsylvania West?
18 A  Here.
19 Q  Rhode Island?
20 A  Here.
21 Q  South Carolina?
22 A  Here.
23 Q  South Dakota?
24 A  Here.
25 Q  South Texas?
1 A Here.
2 Q Tennessee?
3 A Here.
4 Q Utah?
5 A Here.
6 Q Vermont?
7 A Here.
8 Q Virginia?
9 A Here.
10 Q Washington?
11 A Here.
12 Q West Virginia? Wisconsin?
13 A Here.
14 Q Wyoming? AYSO?
15 A Here.
16 Q Professional Council?
17 A Here.
18 Q I'm going to go ahead and read the names.
19 I apologize.
20 Major League Soccer?
21 A Here.
22 Q Mark Abbott?
23 A Here.
24 Q Kathy Carter?
25 A Here.
1  Q  Ivan Gazidas?
2  A  Here.
3  Q  Russell Sargeant?
4  A  Here.
5  Q  David Wright?
6  A  Here.
7  Q  Don Garber?
8  A  Here.
9  Q  Kevin Payne?
10 A  Here.
11 Q  United Soccer Leagues?
12 A  Here.
13 Q  Steve Clamp?
14 A  Here.
15 Q  Steve Thompson?
16 A  Here.
17 Q  Gerald Barnheart?
18 A  Here.
19 Q  Francisco Marcos?
20 A  Here.
21 Q  Tim Holt?
22 A  Here.
23 Q  Mat Wiebe?
24 A  Here.
25 Q  Athletes Council. Marcelo Balboa?
1  A  Here.
2  Q  Jon McCullough?
3  A  Here.
4  Q  Juergen Sommer?
5  A  Here.
6  Q  Other members, and there are various
categories here, I will name the categories as I move
from group to group.

Other affiliates.

Soccer Association for Youth?

A  Here.

Q  United States Specialty Sports
Association?

A  Here.

Q  National members. Futsal?

A  Here.

Q  Pro Indoor Leagues. MISL?

National affiliates. Super Y league?

U.S. Club Soccer?

A  Here.

Q  Associate members. USA Indoor
Association? Armed Forces Sports Committee? NSCAA?

A  Here.

Q  National Soccer Hall of Fame? Deaf Soccer
Association? Soccer Industry Council?
National associations. U.S. Youth Soccer?
Here.
U.S. Adult Soccer Association?
Here.
AYSO?
Here.
Life members. Frank Borroni?
Here.
Mavis Derflinger?
Here.
Hank des Bordes?
Here.
Larry Monaco?
Here.
Foster Perry?
Here.
Alan Rothenberg? Hank Steinbrecher?
Correct that last declaration.
Board of Directors. Adult director, MaryPat Bell?
Here.
Referee director, John Bouda?
Happy to be here.
Very good. We're pleased that you are with us, John.
Youth director, Chris Christoffersen?
A Here.
President Bob Contiguglia?
A Here.
Athlete representative, Amanda Cromwell?
A Here.
Athlete representative, John Doyle?
A Here.
Adult director, Mike Edwards?
A Here.
Adult director, Werner Fricker, Jr.?
A Here.
Coaching director, Bob Gansler? Pro
director Don Garber will be voting as a pro council
delegate.
Pro director Ivan Gazidas will be voting
as a pro council delegate.
Youth director Evelyn Gill?
Treasurer Bill Goaziou?
A Here, sir.
Adult director Rich Groff?
A Here.
Executive vice-president Sunil Gulati?
A Here.
Youth director Burton Haines?
Q Athlete representative Linda Hamilton?
A Here.

Q Athlete representative John Harkes? Youth director, Larry Harmon?
A Here.

Q Pro director -- professional director Tim Holt will be voting as a Professional Council delegate.

A Athlete representative John Kerr, Jr.?
A Here.

Q Adult director Marge Madriago?
A Here.

Q Professional director Francisco Marcos will be voting as a Professional Council delegate.

A Adult director Brooks McCormick?
A Here.

Q Youth director Mike McDaniel?
A Here.

Q Youth director David Messersmith?
A Here.

Q Youth director Bob Palmeiro?
A Here.

Q Professional director Kevin Payne will be voting as Professional Council.
A Here.

Q Athlete representative Cameron Rast.

Professional director Nelson Rodriguez?

Youth director Darl Rose?

A Here.

Q Past president Alan Rothenberg? Associate director Bill Sage?

A Here.

Q Associate director Jim Sheldon? Adult director Bruno Trapikas?

A Here.

Q Athlete representative Peter Vermes?

A Here.

Q Athlete representative Dante Washington?

Professional representative Mat Wiebe will be voting as a Professional Council delegate.

Scott Blackmun? Adult director Bill Bosgraaf?

A Here.

MR. KEPNER: Mr. Chairman, I move that the Credentials Committee report be accepted.

MR. GOAZIOU: Second.

PRESIDENT CONTIGUGLIA: There is a second.

All in favor, please say aye? Opposed? Thank you.

(Motion passes.)
MR. KEPNER: Now, I'm going to give you two different explanations at two different points in time concerning the procedure that we will use. I will explain the procedure that we will use for the bulk of the voting at this time.

Later on -- and we'll go ahead and have a practice run in that regard. Later on, when we get to the matter of voting for various positions, I'll explain a different system. No reason to get it all confused at this point.

You can see that we have displayed here the two screens, a particular motion will be approved, ready for voting. And then MaryPat Bell, or whomever it is that is chairing the voting at that time, will indicate that voting will start. We'll have the particular motion already displayed on the screen.

As we approach the end of the voting, I will say, time -- "5," and that indicates 5 seconds remaining in the voting. I won't count down 5, 4, 3, 2, 1, because the actual numbers will be displayed.

In terms of the voting itself, during this portion of the voting it will be a simple yes-no. Once the voting is started, you will push the yes or the no according to your particular inclination at that time.
If prior to the ending of the voting, when you see the zero displayed, you wish to change your vote, you can do that. You do not have to clear it. You simply change from a yes to a no or a no to a yes, simply by pressing the appropriate opposite key. That changes it.

There will be a brief pause at that time while we go through a process of data, and then it will be presented on the overhead screen.

Now, as a way of practicing, we're going to put a key question, a key soccer question before you displayed on the screen, to give you an opportunity to vote yes or no according to your level of understanding and recollection on this particular key question.

So if we could go ahead and display the key question: Did Brazil win the World Cup in 2002? So it's a knowledge question.

Voting will begin.

Five.

Well, the motion passed, yes. Bob, later on, when we get to the matter of delegates, we'll go over that. You passed the test, by the way. Close.

MR. GULATI: We must be in Florida.

PRESIDENT CONTIGUGLIA: The next item is
approval of the AGM 2004 National Council meeting
minutes. They have been distributed to you. Do I
have a motion to accept?

MR. GULATI: So move.

PRESIDENT CONTIGUGLIA: Is there anyone
who has any corrections or changes? If not, we will
approve the minutes by unanimous acclamation.

On to reports, I will like to take a few
minutes and share with you some of my thoughts from
over the last year, and it will take a few minutes.

You know, when I think about the evolution
of our organization, both on and off the field, I'm
reminded by my first trip to Trinidad and Tobago in
1989, where we were a struggling, anxious, ragtag
group of players, staff, and volunteers, who traveled
commercially for a full day and who had no or little
media support.

We had to overcome high pressure and
adversity with mostly amateur players, grit, and, of
course, as you heard last night, a brilliant goal by
Paul Caligiuri.

Three weeks ago we traveled to Trinidad by
private jet with professional athletes, professional
trainers, a team physician, a team chiropractor,
professional coaching staff, professional
administrators, professional equipment managers, a professional press officer, a documentary cameraman, a press corps of 20, and some hangers-on like Dan, Sunil, and I.

Like the 1989 team, we could have lost the game because of many obstacles to success: the international travel, the away venue, a hostile crowd, a lack of training time together, a harsh environment with the fields, the hottest time of day, and off-the-field issues.

Instead, our men's national team controlled and won the game with a winning, confident, and businesslike attitude, and tremendous skill on the field with outstanding coaching and the philosophy of playing for each other, as well as a strong team behind the team and our staff.

Today we believe that the United States can beat any team in the world. We have come a long way in a short period of time, as we continue to build on our past achievements.

Our vision as an organization, and for this administration, continues to be to provide environments for all players to be as good as they can be, and to follow a philosophy of teamwork and working together.
By doing this, we are truly becoming one of the best national sports governing bodies in the world.

Our strategic initiatives for success continue to be the development of our players, the development of new facilities, advancing our coaching and referee programs, sports medicine, staff development, and organization governance.

The past 12 months have seen enormous activities in these areas.

Let's first talk about the national teams, and our women's national team in particular.

The biggest story of the year was the U.S. Women's National Team's impressive run to a second gold medal championship at the 2004 Olympics.

With back-to-back overtime victories over powerful Germany and Brazil in the semifinals and finals, it was clear that all the work had been done to prepare this team properly and all the work that was done paid off.

With April Heinrichs leading the team through residency camp at the Home Depot Center, which focused on fitness and technical training, and through more than a dozen preparation games, the 2004 Women's National Team melded into a wonderful mix of young
players and veteran leaders, and those veteran leaders willed the team to victory in their final championship match together.

The year marked the end of the glorious careers of Joy Fawcett, Julie Foudy, and Mia Hamm, who were thanked by this Federation and more than 150,000 fans in a 10-city fan celebration tour that culminated in December in a very emotional farewell at the Home Depot Center.

The gold medal was also a milestone in the glorious career of April Heinrichs, who has stepped down as women's head coach to assume other responsibilities in the Federation. I want to personally thank April for her passion for the game, her competence and professionalism, both on and off the field.

Under very difficult circumstances, with growing parity in the women's game and a team in transition, she was able to keep our women's program on the top of the world.

April, thank you.

As we move forward in our women's programming, we are very excited about bringing in a new coach and providing groundbreaking programs to train, develop, and identify more elite women soccer
players than ever before.

At least 60 young women will be given the opportunity to compete for a place on our Women's National Team, and they will become the foundation for a new women's professional league.

In addition, we have remained committed to the development of women's professional soccer, and with the U.S. Soccer Foundation have committed substantial funding to the Women's Soccer Initiative, the nonprofit organization working to relaunch a women's professional league.

Let's look at the men's side.

For our Men's National Team, the year was about qualifying for the 2006 World Cup in Germany.

Our team moved through two preliminary round games, six semifinal round games, and the first game of the final round against Trinidad and Tobago without a single loss. Bruce Arena's squad has now compiled a team record of 15 unbeaten games, and they have done this for the first time in one year.

We continue to be optimistic about our chances of qualifying, but recognize that every game will be hard fought and that the soccer gods are not always kindly.

Looking ahead, a critical step to
strengthen our men's programming will be to support and work closely with our professional leagues, Major League Soccer and the USL, to provide a professional environment for more young players with the establishment of a reserve league system.

This system will allow more players to grow by training every day with elite professional players, coaches, and regularly play higher levels of competition.

Our youth national teams continue to excel as well. Of course, this cannot be accomplished without the support of our youth member organizations, our colleges, and the Olympic Development Programs.

The Under-21 Women's National Team won their sixth straight unofficial World Cup Championship, the Nordic Cup; while the Under-19 women's team captured third place in the 2004 U-19 Women's World Championship, and we expect great things from them in the future.

And for your information, FIFA has announced that the U-19 will now become a U-20 Women's World Cup, and we would hope to see, in the very near future, a U-17 Women's World Cup, which will then equalize the world championships on both sides, the men and the women.
Our Under-20 Men's National Team went undefeated in January, qualifying for the upcoming FIFA World Youth Championship in June, marking its fifth straight time that this team has advanced to the world youth championships.

And of course, you have all read that we are in the group of death, but we will get out of it. We are going to be playing Argentina, Germany, and Egypt in our first three games. It will be very challenging, but I believe Sigi Schmidt's team is up to it.

At the Under-17 level, as you heard last night, U.S. Soccer's long-time residency program moves forward under the leadership of the new head coach, John Hackworth, who will take this team to Costa Rica next month to try to qualify for the Under-17 World Championship.

The expanded residency program has continued to gain in stature for its player development focus and by providing talented players, such as the ones you know of; Danny Szetelaf, Eddie Johnson, Freddy Adu, Marcus Beasley, Landon Donovan. It goes on and on. And these players are now starring in our professional leagues and with our national teams.
Our overall goal for our national teams programs remains as it has been for many years, and that is to continue to qualify and win every FIFA competition.

We also have other national teams. We also support other less known, but no less important, programs. The U.S. National Futsal Team with coaches and players from the MISL, represented this country with pride as they traveled to Chinese Taipei and advanced into the second round of the fifth FIFA Futsal World Championship.

In addition, the Paralympic team showed well in Athens, and our women's deaf team won a gold medal in Australia.

Let's talk a little bit about coaches. Competent coaching remains one of our greatest challenges as an organization and as a soccer nation. U.S. Soccer continues to provide more resources than ever before to the coaching program, and recently, we've established a new position of Director of Coaching Education. This individual will oversee coaching curriculum development, licensing courses, and coaching policies.

In addition, we are now able to post the curriculum and the manuals of our D and E licensing
courses on the web site for folks to pull down and candidates to use as needed and for refresher courses.

Our national coaching staff remains committed to working with all of our members at all levels of the game from the grassroots to the ODP.

We will continue to advocate competent coaching at all levels of the game, while stressing individual development and individual technique, and we will stress to make the average player better. We will stress the use of small-sided games as the appropriate way to train players, and we will stress individual technique above all else.

Individual technical development remains our major challenge for player development.

As you know, when our national teams travel internationally, although everyone in the world will agree we're getting better, and that American players have the heart, the psychological toughness, and the fitness to compete with the rest of the world, we still are not at the top technical level as the best teams in the world.

If we're going to move to be competitive with the top five teams in the world, we need to continue improving our technical development, and this starts at the eight- to ten-year-old level.
Our wonderful youth leaders must also address other ongoing issues, such as team winning versus individual player development. Providing the appropriate level and number of competitions, it is well known today that many, many programs are providing more than 100 games for kids to play.

We're seeing a high level of overuse injuries in children, and we're seeing burnout.

Our new Youth Council, I hope, will deal with these issues as they move forward, and that we can, together, come up with ways of organizing Youth Soccer so that players can each achieve their own personal level of success, but also stay within the organizations that they play for, and we can maintain our players and retain our members.

Let's talk about facilities. Building soccer-specific facilities remain critical to providing an environment for success. Our commitment to facility development has never been stronger, and the results never more dramatic.

All of the new facilities are the result of public and private partnerships working together with members of the soccer family.

This spring a new soccer-specific stadium will open in Frisco, as we talked about last night.
This represents a partnership between the Hunts Sports Group; FC Dallas; the City of Frisco; U.S. Soccer; U.S. Youth Soccer; and John Suthers, North Texas State Soccer Association.

This facility will serve as the model facility for the synergies that can exist in our sport as the new home of FC Dallas in Major League Soccer, as the offices for U.S. Youth Soccer, as the North Texas state office, and will provide a 20,000-seat stadium, and an over 17-field complex, which will serve everyone in the soccer community.

With the Frisco stadium project nearing completion, 2004 also saw progress in the development of other facilities. In Chicago they have broken ground on the Fire's new home, and everything is in place for a facility that will be taking place outside of Denver, Colorado, and will provide high-altitude environment for our athletes. Plans are also moving forward for soccer-specific stadiums in New Jersey and Washington, D.C.

These soccer centers of excellence are critical to the long-term viability and growth of our sport.

This was clearly evident several months ago when the National Training Center at Home Depot
Center in Carson received the FIFA Centennial Order of Merit, a special distinction for what that facility has already done for our sport and our country in only two short years.

Referees. The United States' place in the FIFA international referee hierarchy has changed dramatically. Not too long ago, U.S. Soccer invited foreign referees to the U.S. to help us improve our program. Today our referee program is recognized as one of the finest in the world and foreign federations invite us and our referees to their country to help them with instruction and for all major competitions.

American referees are invited to all major competitions, and we are always graded the highest of referees in these competitions.

The goal of our referee program is to provide the center official for the third-place game in all FIFA competition. That's because we hope the U.S. is in the first-place game.

We accomplished this when Kerri Sikes was the middle for the Olympic bronze game while the United States played for the gold.

Our referee program was also rewarded with long-time official Kevin Stott was being honored by FIFA as one of the 46 international referees selected...
to compete for one of the 30 refereeing positions for
the FIFA 2006 World Cup in Germany.

In addition, Esse Baharmast will be the
Technical Development Referee for the 2006 World Cup
in Germany, the top dog from the United States.

Currently, U.S. Soccer has more than
140,000 registered officials with 23 serving as FIFA
international referees. Our national instructor
course continues to be a model for the rest of the
world, and of course, our grassroots program, which is
administered by our national state associations,
remains the foundation of it all.

Sports medicine. In the area of sports
medicine, U.S. Soccer and FIFA have entered the debate
over the value and use of headgear in soccer and are
actively involved in prospective studies on head
injury and concussions in soccer players.

Our sports medicine committee and the FIFA
FMARC, which is the medical group of specialists in
FIFA, and medical experts have concluded that at this
time, there is no proven benefit to the wearing of
headgear for the prevention of concussion in the sport
of soccer, but also recognizes that more research
needs to be done in this area.

Our organization is open to any other
organization who wishes to work together with us to
color unbiased, controlled studies and any other
kind of medical research which may improve player
safety.

Organizational management. Under Dan
Flynn's able leadership, we continue to operate as a
successful business, and a not-for-profit service
organization that is financially sound, competently
managed with an outstanding staff, and led by a
dedicated board of directors.

We now have more funding for programs than
ever before. This has enabled us to continue to
invest in our sport and achieve the strategic
initiatives established by our board.

Unfortunately, our successes have resulted
in tensions between the Men's and Women's National
Soccer Player Associations, National Team Player
Associations, and the Federation.

We are currently in collective bargaining
negotiations with both player associations, where our
challenge as a Federation is to balance the
Federation's mission to build and invest in the sport
with the interest of a small group of successful and
talented athletes who make up the players association.

The additional challenge of us was to
educate our players, the press, and the public, that unlike the National Basketball Association, the National Hockey League, Major League Baseball, or the NFL, that this Federation is a mission-based, 501(c)(3), not-for-profit corporation that is required to invest in programming for all levels of the sport, and whose shareholders and owners are its members; you, not private investors.

I'm hopeful that we will have agreements this spring with both organizations, and that these negotiations will lead to a more collaborative relationship with our athletes where we can all work together to build the sport.

Governance. As you know, because of the national trends and changes in the governance structure of the USOC, we hired a Consensus Management Group to proactively look at our governance structure and to make recommendations for us that would consider national trends, USOC changes, and make us a better organization.

Last summer, their report was published to you, and it identified a need to modernize and restructure our organization from the Board of Directors to the National Council.

CMG stressed the need to change from a
representative form of governance to a structure where
a smaller strategic board is chosen by the entire
membership; where the CEO is the most-senior paid
employee, not the elected president; where the
respective councils deal with their own unique issues;
where the National Council is more efficiently sized;
and where term limits for everyone exist; and where
there is an annual soccer summit open to everyone to
discuss the future of our game.

In addition to CMG, shortly we expect an
initiative from the United States Olympic Committee
which will strongly recommend smaller, independent,
strategic board of directors; greater compliance with
the Sarbanes-Oxley legislation; ethics policies and
operations, which we already have; greater
transparency, which we are; and greater organizational
focus on elite player development.

We now have ongoing task forces to study
the possible implementation of some aspects of this
report, such as the structure and function of the
Youth Council and the size of our Board of Directors.

Both groups are working very, very
actively and are making a lot of progress.

In the future, our board may initiate
other task forces after the USOC summit next month.
Our goal will be to have any restructuring plans in place by the next AGM. To accomplish this, we will need open collaboration and a willingness to change our culture that has been with us for almost 100 years. This won't be easy, but it will need to be done if we're to continue on a road to excellence.

Finally, I want to thank our staff; our Board of Directors; our Executive Committee, who has put in many, many, many hours over the last year; the multiple task forces; our standing committees; our member associations for their extraordinary amounts of time that they put into our game; and also for their passion, their energy, and, of course, working together to make us a great organization.

As long as we continue to be open, as long as we continue to respect each other, and as long as we continue to work for each other, anything can be accomplished.

Thank you all for what you do for the game.

(Applause.)

PRESIDENT CONTIGUGLIA: I'm going to ask Dan Flynn to have a few comments and then Sunil and Bill.

MR. FLYNN: Thank you, Bob.
As we look to '05, we will continue to execute on Phase 4 of our business plan and be as efficient as possible, so we can devote the significant resources to player development and facility development.

Bob has touched on the team aspects, so I just wanted to move to give you a flavor for some efforts and projects under way in our communication department.

We are using our web site and our traditional vehicles a little bit differently than we have in the past. Our e-mail list continues to grow. It's doubled in the last two years. We encourage everybody, if you are not currently signed up, please visit our web site and join our mailing list.

As we look to increase our footprint, we are looking to increase our coverage for our national teams. We improved our MatchTracker device that tracks each of our games on-line. We have gone to video clips, which is an all access video, which I will show you a couple examples. We have an interactive game, CornerPicks, and then we're continuing with our center circle on-line.

Let's, Jay, if we can, go to all access.

You will see some about the Trinidad game
and then Mexico preparation.

(Video shown.)

MR. FLYNN: Thank you. Those were a couple of examples. The key goal is to bring our teams closer to the fans and to each of us.

Also, we have an interactive game, CornerPicks. It allows you -- it's a participant-type game. It allows you to predict things prior to the game. Participants win prizes. We encourage everybody to play before the next World Cup, or before the next World Cup qualifier. I think we have a slide of what it looks like. We have had a very positive response, once again, bringing the fan closer to our team and our players.

Bob mentioned the coaching education. We continue to operate at 100 percent capacity of our schools, which is a very positive sign.

Additionally, we are formalizing the director of coaching education position with Bob Jenkins, and the role is designed to lead and guide the coaching education policies of U.S. Soccer, which includes curriculum and course development and writing, instructional policies and standard, our measurement standards within our courses, and development of U.S. Soccer position papers.
As Bob mentioned, we do have the E and D manuals now posted on our web, and we will continue to put the other information on our web site in the near future.

In terms of referees, very quickly, the registration process is well under way. We have 88,000 -- as of March 11th, 88,000 forms received. We're about 87, 88 percent of the way through that. Additionally, we are developing on-line registration systems. We will be tested by several states in the referee committees before a larger launch. The target date for that testing is this summer.

Bob mentioned facility development, the importance of that, so what I wanted to do is just move on to the last item, the membership services, and let you know that we are undergoing a major overhaul of our technology infrastructure to improve our ability to service our members.

The first step was the AGM registration on-line. We will continue to bring other functions on-line that will allow members and fans to service their needs. Coaching school registration, referee registration, our e-mail list development, event tickets, you will be able to get on-line, all of those
types of things with the goal of servicing the soccer community better.

In closing, we will continue to operate in a manner that is efficient, transparent, accountable, responsive, and fiscally responsible.

We are consistently pushing for improvement, and we are very open, and as always, we want your comments and suggestions to make us better.

Thank you.

(Applause.)

PRESIDENT CONTIGUGLIA: Sunil.

MR. GULATI: There were a couple of folks over there that there were also part of that ragtag group in '89. Richard Groff was also part of the ragtag, and I guess, also the hangers-on, Richard. Mavis was there. So there were a number of people.

And it got me thinking, as Bob was talking about that, and we talked last night a few times about the progress we have made over the last 20 years, and I thought about when I talk about where the Federation is and where it's coming, it's almost always somewhere between 20 and 25 years is the frame of reference I use. And we all do that because it seems like the world started when we got involved at a particular level.
We've got five life members over there.

How many people in the room have been to 20 AGMs or more? Would you all stand up, please, as well as the life members.

Thank you.

(Applause.)

MR. GULATI: We didn't actually start 20 years ago, obviously.

I'm sure Sal and Howard have been to 50 or more, and I'm not going to ask you on that one.

MR. RUBENSTEIN: It was before you were born.

MR. GULATI: That's why I don't know exactly how many it is, Howard. So our place in history, we have got to be a little bit careful about.

A couple of days ago, and more yesterday, we clearly made a lot of progress in a particular area that's been tense for more than a few years. And I was thinking about that as well yesterday, when I was pleased that we got off the line, so to speak.

Two comments about that and the progress, and I'm referring, obviously, to the youth issues. One is what we basically did was prevent a known goal. We didn't score three, we didn't win any games, we just started the process, and it's going to take a lot
more to get that process to the other end of the field, so let's keep working at that, but maybe more importantly, let's keep the whole thing in perspective. We didn't come up all the way to save Social Security, which I'm increasingly thinking more about at a personal level now, not as quickly as Sal and Howard again, but starting to think about that. We didn't do anything for the tsunami victims. So we made a little progress on how we can all get along to allow kids to play under whatever set of rules, just keep that in perspective.

I look around the room, and something I always comment on -- I'm sure Don has done as well, because it's something we talk about -- look in your row, are there any women in your row? Yes, in a few cases. Are there any Hispanics in your row? Yes, in a few cases. Are there any African Americans in your row? There may be one, but none. That's certainly not representative of American society or our own membership. The number of women is certainly not representative of our own membership, our own players, our own coaches. That doesn't mean we can solve that problem by being representative by having the white males leave; that's not the point, obviously.

The point is we got to continue to reach
out and get more different people involved from
different walks of life. Bob obviously touched on
that last night with a couple of important awards. We
have to keep working at that.

And the last thing, which I always touch
on every time I come to this microphone, and the first
one was more than a decade ago, is we are in a great
position on the field, but we're not ranked one in
both sides on men and women. We're not winning every
game. We got to keep getting better.

Every time we win a world championship, we
have to reenergize and try to get better in all parts
of it, at kids' playing level, and now I've got one
kid that plays, and a ten-week-old daughter that will
be heading the ball as soon as the doctor says it's
okay, which I expect to be next week.

Men's side, women's side, coaching,
refereeing, administration, we will get peace in the
Federation, I have no doubt on that. Let's keep
working at it to win trophies, get more players
involved. Generally, it doesn't matter which
organization they belong to, as long as they're part
of the soccer family.

Keep at it. Thank you.

(Applause.)
PRESIDENT CONTIGUGLIA: Well said.

Bill, we're up to the treasurer's report.

Are you bringing your breakfast up? Can you eat and chew and walk at the same time? Let's see if Bill can walk and chew at the same time.

MR. GOAZIOU: My report is already in the book.

PRESIDENT CONTIGUGLIA: You don't have any comments.

MR. GOAZIOU: No, sir, I do not.

PRESIDENT CONTIGUGLIA: His report is in the book. He has no other comments.

(Applause.)

PRESIDENT CONTIGUGLIA: That's okay.

New business.

We have a budget.

David, where are you? Come on down.

Every year our budgeting process gets better and better, and David gets mellower and mellower.

MR. GOAZIOU: Not true.

MR. ELDRIDGE: Thank you, Bob.

I want to, and I do this every year, thank my committee for all the hard work and especially Rich and the financial staff at Soccer House; Dan; and also Jay, who doesn't get very much attention, but is an
integral part of this.

So you have the budget. I'm sure you all
went through it in fine detail and printed off the
pages, and that would have destroyed a printer.

But anyway, I would like to make a motion
or hear a motion for someone to accept the budget, and
then we'll --

UNIDENTIFIED SPEAKER: Move to accept.

MR. ELDRIDGE: Can I have a second?

UNIDENTIFIED SPEAKER: Second.

MR. ELDRIDGE: Thank you. Anyone have any
questions or comments?

MR. BLACK: Call the question.

MR. ELDRIDGE: That's encouraging. It
always amazes me that you can argue over a rule change
for four and a half hours, and you pass a $38 million
budget. I would like to think it's because our
committee does such a great job, Bob.

UNIDENTIFIED SPEAKER: Absolutely.

(Applause.)

PRESIDENT CONTIGUGLIA: We will accept
that as approval by unanimous consent. We have to do
that to be legal. The budget is passed by unanimous
consent.

MR. ELDRIDGE: Thank you.
PRESIDENT CONTIGUGLIA: We now have

election of Foundation board members, and I will ask
if there were nominations from the floor.

MR. BUSH: Mr. Chairman, I'm Tim Bush from
Washington State Soccer Association, and I would like
to place in nomination for the Foundation board, the
name of Jim Hamilton, James Hamilton, from our state,
who, I think most of you know, is the former chair of
the Foundation, one of the original members. I would
like to place his name into nomination.

PRESIDENT CONTIGUGLIA: The name of Jim
Hamilton has been placed. There are three positions
that have been opened.

MR. EDWARDS: Mike Edwards, chair of Adult
Council. I would like to place in nomination, Brad
Hays, the incumbent chair of the Foundation, and has
been a director of the Foundation since it was
created.

He has assumed the helm of the Foundation,
has maintained a calming and steady influence over the
years he has sat on it. The Foundation is his sole
focus, it is his sole focus in the national soccer
body. He's one of the best guys you could ever hope
to meet in soccer, and I would strongly encourage you
to maintain him in his position on the Foundation
PRESIDENT CONTIGUGLIA: Name of Jim Hamilton. Is there another -- Brad Hays, excuse me.

MS. HAMILTON: Linda Hamilton, and I would like to nominate Lauren Gregg, who is a current member of the Foundation, very active, and has done a great job, and would like to nominate her to maintain her position.

PRESIDENT CONTIGUGLIA: Lauren Gregg's name has been nominated.

Are there any other nominations? Are there any other nominations?

UNIDENTIFIED SPEAKER: Move the nominations --

PRESIDENT CONTIGUGLIA: We don't have to have a motion, then we will accept all three of these candidates by unanimous consent.

(Applause.)

PRESIDENT CONTIGUGLIA: Now we move to proposed bylaws and revisions, perhaps that will go as smoothly.

I am going to risk chairing this part of the meeting. I have never done this before, but I think I might be able to facilitate and help things move forward.
First of all, let me explain to you an issue that has occurred regarding some technical matters within the bylaws, because there are some bylaws that are listed as presented by a governance task force or someone else, and there's a tremendous amount of confusion over that. Let me explain what happened.

The Consensus Management Group, as you know, did a very lengthy report, and then we appointed a governance task force to look at all of these, and they had a number of bylaws which had almost unanimous or strong consensus to go forward to the Board of Directors, and if those of you on the board will remember that John Koskinen presented that to the Board of Directors.

Well, the Board of Directors never got a chance to discuss the bylaws. And as time ran out in time, in the deadlines, to present the bylaws to the Rules Committee, I took it upon myself to sponsor a bunch of bylaws, which is okay, with the hope that they would be discussed as we go forward and deliberated on.

When the Rules Committee wrote down the presenters of various bylaws here, they wrote governance task force at my suggestion, because I felt
that the consensus of the governance task force was probably more in favor of some of these than less, not that it was unanimous, and I think that's led to some confusion. At any rate, the bylaws, as presented, are legal, and the only technicality is the name on the top. So you can accept it however you wish, but that's how we got to be where it is. So there's nothing illegal or irregular, it just got there through an awkward process. Are there any questions regarding that? If not, we will move forward.

The first amendment -- by the way, as we go, I hope you have the revised 212, 213, and then you also have the handout regarding the proposal by Marge Madriago, and also there's a policy regarding the referees. Where is that? Here it is.

If you turn to Page 2 under the bylaws section, you have a proposed bylaw change, and it's on Page 2, it's entitled "Proposed amendment of Bylaw 212, Section 1, see amendments," and on Number 7 is the proposed bylaw change.

And is there a motion to accept this bylaw change?

UNIDENTIFIED SPEAKER: So move.

UNIDENTIFIED SPEAKER: Seconded.
PRESIDENT CONTIGUGLIA: And it is seconded. Is there any discussion, for or against?
Okay. If there's no discussion, I will ask -- sorry.
MR. FRISOLI: Larry Frisoli from Massachusetts.
I have 10,000 players. The youth of Massachusetts have hundreds of thousands. I think, as is currently worded, when it says recruiting players, we could be considered to be recruiting players.
My concern is from a liability standpoint, and I will give you a classic example.
Let's say there's a 12-year-old kid that's been in and out of court five times, and he's allowed to play the youth soccer program, and he slugs someone else, I have no idea how the youth soccer association in my state would have the ability to know that person's propensity for violence, while at the exact same time, at the adult level, I would have the ability to know that person's propensity for violence. And under the current wording, I'm concerned it places a legal obligation on my association to determine the propensity for violence for people who may decide to play in one of my leagues, and I don't want to be sued for that. So on that basis, I oppose the amendment.
PRESIDENT CONTIGUGLIA: Any other
comments? We'll vote on the amendments.

For the purpose of moving things along quickly, I'm going to ask first for a voice vote, and if I feel that it's unanimous or close to unanimous, I won't go to the electronic vote, unless you feel you want to do that. We'll just put it up on the screen.

If you are in favor of this, vote 1 for yes, and 2 for no, and Bob Kepner will do the counting. Bob will do the supervision.

MR. GOAZIOU: We'll be here to next week if we're going to do that.

MR. KEPNER: Vote now. Five.

I said I would not continue counting, I would be just giving the count. Voting closed.

It looks like it passes.

PRESIDENT CONTIGUGLIA: This will be added on to a new 212 as we move forward.

Hot off the presses, Kristine Lilly scored with an assist by Abby Wambach in the seventh minute.

USA 1, Denmark nothing.

UNIDENTIFIED SPEAKER: Dr. Bob, it's 2-0 now -- it's 3-0 now. Kristine Lilly just scored.

PRESIDENT CONTIGUGLIA: 3-0?

Okay. Well, I give you permission to step up and give the score. 3-0. Well, our MatchTracker
is slower than their MatchTracker, obviously.

MR. GULATI: Are you sure you are not looking at the video from last year's game?


I recognize David Messersmith for an amendment.

MR. MESSERSMITH: Do you need someone to move and second the proposal that's in the book first?

PRESIDENT CONTIGUGLIA: I'm sorry. What? Technically we don't, but we have a motion to accept 212 as admitted. Now David will present a substitution amendment.

MR. MESSERSMITH: I would like to amend what's in your book with the handout that was sent out this morning or distributed on your table.

So everybody, I think, should have those amendments, so I move to make --

PRESIDENT CONTIGUGLIA: What it should be is a handout dated March 13, like this, which contains language of a substitution amendment for proposed amendment Bylaw 212. You should all have this.

And the substitute amendment will also include Paragraph 7, which we just passed regarding risk management.
David.

MR. MESSERSMITH: Just a couple of comments in support of these amendments.

First of all, I would like to thank members from the other councils who worked with the youth this weekend to help facilitate some important discussions that have been long past due to come up with these amendments that would be acceptable to all parties.

This effort was very much appreciated by the youth, and it's a significant step forward in the evolution of the Federation.

The open discussions were so significant that the youth state associations unanimously adopted a nonbinding resolution to support the amendments to their own proposed bylaw changes.

Further, there was a unanimous nonbinding resolution passed by the Youth Council yesterday to support these amendments as well.

In addition to what we have here as amendments, discussions were also held this weekend, and an agreement was reached, on further definition of what the terms such as open and interplay mean, and we agreed that we will have a policy coming out shortly from the Federation that would define those terms and
also help us in defining what open interplay and those
terms mean as we go forward.

Some of the reasonable criteria that we agreed to that ought to be included in the policy included such things as financial accountability and transparency, registration and payment of fees, player and playing rules, coach, referee, referee assignor, licensing and certifications, discipline and appeals, geography, insurance, risk management, and an accountable board of directors or other supervisory authority that has jurisdiction over and responsibility for the players, coaches, trainers, and managers.

This policy was sorely needed and will further help us to clarify what open and interplay means in writing, so I hope in the future there will be less confusion, particularly amongst the youth organizations.

Again, I can't say enough times, as I've said many times this weekend, how good it was to work with the professionals, the athletes, and the adults, the other councils of this Federation, to come up with an agreement on how we could go forward.

PRESIDENT CONTIGUGLIA: Thank you, David.

So there's an amendment that is on the
1 floor. Is there any discussion?
2 If not, Bob, you are on.
3 MR. GOAZIOU: We are moving it as amended.
4 PRESIDENT CONTIGUGLIA: You are voting for
5 the amendment on Bylaw 212 as submitted by David
6 Messersmith.
7 I'm told that I have to get you to approve
8 the amendment, and then we vote on the full, so the
9 substitution amendment, so by voice vote, do you
10 approve the substitution amendment? Yes? No?
11 (Motion passed.)
12 Now, we will vote on the whole bylaw, 212.
13 MR. KEPNER: Voting will begin.
14 Five.
15 Voting stops.
16 (Motion passed.)
17 PRESIDENT CONTIGUGLIA: Bravo.
18 David, we now go to Bylaw 213.
19 UNIDENTIFIED SPEAKER: So move.
20 PRESIDENT CONTIGUGLIA: It is on the
21 floor. David, I presume you have an amendment.
22 MR. MESSERSMITH: Yes, also included in
23 the same packet, starting about the third page back,
24 you will find some amendments to what was in your book
25 as the proposal for Bylaw 213. I move to accept the
amendments as presented here.

PRESIDENT CONTIGUGLIA: I will ask a voice vote to accept the amendments as presented. All in favor, please say aye?

(Motion passed.)

PRESIDENT CONTIGUGLIA: Now we will vote on the main amendment. Bob.

MR. KEPNER: Voting will begin.

MR. COLLINS: Bob, this is on 213?

PRESIDENT CONTIGUGLIA: Yes.

MR. COLLINS: We approved what just went in?

PRESIDENT CONTIGUGLIA: We approved the substitute amendment, John.

Are you a delegate?

MR. COLLINS: Yes. There was just one technical matter. I think it's probably a typo, and we can change it later, it's not an issue, but amateur soccer organization has been capitalized, and it's not a defined term in the bylaws.

PRESIDENT CONTIGUGLIA: We will accept that technical from our esteemed counsels at large.

That being said, we will move the question. Bob.

MR. KEPNER: Continue voting.
Six.

Voting stops.

PRESIDENT CONTIGUGLIA: It passes.

Moving along on Page 19. Now let me say something here, in the CMG report and the task forces, there were a number of discussions regarding term limits for officers, the presidential elections, et cetera, and several proposals were made.

I want to say this very, very clearly. These are not personal issues for me. It's for what you want to do as an organization. So look at it and determine what you consider is the right thing to do for this Federation and how you want to go forward.

Okay. The first bylaw change regards the establishment of a Soccer Summit and having a presidential election at that Summit every fourth year. Is there anyone who would like to make a motion to approve this?

MS. MADRIAGO: So move.

PRESIDENT CONTIGUGLIA: There's a motion.

Is there a second?

UNIDENTIFIED SPEAKER: Second.

PRESIDENT CONTIGUGLIA: Is there any discussion?
Okay. We will move the question. Bob.

MR. KEPNER: Voting will begin.

Five.

Voting stops.

PRESIDENT CONTIGUGLIA: It fails.

Now, moving forward on Page 20, on officers -- Page 22, this is on term limits, which was a recommendation of the CMG group, and the major thing is limiting terms of officers to a maximum of two terms.

Is there any discussion? If not, we will move the question. Bob, are you giving us the --

MR. KEPNER: Voting will begin.

Counting starts.

Voting ends.

PRESIDENT CONTIGUGLIA: It fails.

Moving along on Page 24, proposed amendment to 401. Basically, what this does is -- again, the rationale behind this is our presidential election, if this doesn't change will be this time next year, which is in the middle of the World Cup year, and it would be more consistent with FIFA.

And so let's move this question on Bylaw 401. Is there any discussion? Anyone wish to make a comment?
If not, let's go, Bob.

MR. KEPNER: Voting will begin.

Counting begins.

Voting ends.

PRESIDENT CONTIGUGLIA: This fails as well.

I want make sure people understand they were voting for 401, even though the screen said 402. Does anyone feel that they were voting incorrectly because of the mispublication of that? If not, we'll move on.

Okay. Now we're moving to Bylaw 402, Section 1; Bylaw 501, regarding the responsibilities of the officers.

This came out of CMG and the task force, and I think I can say, there was just about unanimity regarding the need to do this, which basically represents appropriate corporate practices. And what we have been doing, as a corporation for this administration and the prior administrations, namely, having the General Secretary as the CEO, while your highest elected officer remains the president and chairman of the board and represents you internationally.

Steve Flamhaft, comment.
MR. FLAMHAFT: I oppose this rule change.

As a son of a former president of the United States Soccer Federation, with perhaps a unique perspective of having observed the wholeness of the presidency for close to 50 years, I have struggled to avoid reviewing this proposal from my personal perspective, but rather have attempted to be objective and comment on the proposal on its merits.

After careful analysis, I am convinced that this proposal dilutes and emasculates the position of the office of the presidency. It diminishes the president's prestige and authority.

The world soccer community respects and expects a strong president who speaks for the organization.

The responsibility of the office requires a strong voice in both policy and decision-making, and we must not limit the office to perform functionary roles.

The presidency should allow for free rein for creative and innovative ideas. This should be the essence of the position and must be maintained.

I think I understand the purposes of the drafters of this proposal and what they are attempting to accomplish. I respect them for their efforts, and
their attempt to clarify their position.

We all recognize that the Federation has grown to a point where the day-to-day functions and operations require a full-time staff supervised by an efficient Secretary General, but this bylaw does not articulate the importance of having policy and decision-making remain with the president and the board.

The president bears ultimate responsibility for setting the tone and direction of the organization and for developing long-range plans for the Federation.

I think we all recognize that the presidency has evolved into more than a part-time volunteer; and if you have any doubts about that, please remember Walter Giesler from St. Louis, who I witnessed die during an AGM while on the floor of a convention.

Werner Fricker; Frank Cracker, the cop from Chicago; Gene Edwards from Wisconsin. I can recall my father, who I can still see being carried on a stretcher from an airplane coming back from a FIFA meeting in Zurich.

Ask the families about the sacrifices they made and whether they will all be in vain.
Concluding, I suggest that we add rather than subtract from the role of the president.

Thank you.

PRESIDENT CONTIGUGLIA: Sunil, will you take the chair. I'm going to yield the chair to Sunil, and I would like to make a comment.

MR. GULATI: Seeing no other comments --

PRESIDENT CONTIGUGLIA: In all due respect, Steve, to your statements, which are all appropriate, worldwide, including FIFA, the positions have changed. As organizations professionalize and modernize, it's absolutely critical that your full-time professional people, assuming the operational management, et cetera -- the board of directors, not the president, per se, in the modern organization is responsible for policy. And the individual role of the president in your mind may be lessened, but it really doesn't change very much.

FIFA has done this, where Urs Linsi is the CEO of the organization. Most of your NGBs are all moving in this direction across the United States, and across the world, and it's necessary in a modern organization like ours that this type of structure go forward.

One of the problems that gets created when
you have an elected official as the CEO, is that
unfortunately politics can become an issue or a
problem in how decision-making is made. And you don't
want to do that in an organization that is a modern
operating organization.

Most corporations run this way, and most
sports organizations, and clearly the Olympic
Committee feels very strongly in this direction. And
I respect all that you said, and everything is
absolutely right, but times have changed. This is an
important step for us to take.

Not only that, we have been doing this in
Alan's administration, with Hank Steinbrecher, and
with the current administration. And let me
reemphasize, the authority of the organization is not
the president. The authority of the organization is
the Board of Directors. And so we're trying to
legalize that and make it the way everyone else is
doing it in the world.

MR. ABBOTT: I have a question for the
speaker.

PRESIDENT CONTIGUGLIA: Yeah.

MR. ABBOTT: Bob Abbott from Louisiana
Soccer. The Rules Committee had recommended some
changes. Would you comment on the changes, since this
is your proposal?

PRESIDENT CONTIGUGLIA: Yeah, they're acceptable. I accept -- well, actually --

MR. ABBOTT: So to clarify, we're voting on the proposal as recommended by the Rules Committee.

PRESIDENT CONTIGUGLIA: Exactly, I'm sorry, Bob.

Any other --

MR. GULATI: Fred, did you have a comment?

MR. GREGORY: Same comment.

PRESIDENT CONTIGUGLIA: Mr. Goaziou.

MR. GOAZIOU: I have been the treasurer here since 1994, and I think we have grown as an organization, and this is just one more logical step to professionalization of our organization.

The political side of it is not affected one way or another by this one. It just sets out the fact that Dan is a chief executive officer on a day-to-day operation of the business, and I would like to ask everybody to pass this amendment.

MR. GULATI: Any other comments? Seeing none, we will put this to a vote. It's the rule amendment as changed by the Rules Committee.

Mr. Kepner.

MR. KEPNER: Voting will begin.
Counting begins.
Voting ends.

MR. GULATI: Dr. Contiguglia, it passes.
PRESIDENT CONTIGU GLIA: Thank you.

Now we are on Page 27, and I believe we have John Bouda to make a statement regarding this.

John.

MR. BOUDA: Unfortunately, due to a clerical error in the office, the wrong amendment was put into your books.

The correct amendment has been distributed to this council and you should have received copies of it out front.

In addition to that amendment, there is a change in language that we need to add, and if you look at the amendment as it was distributed this morning, under the second line, where it begins: Emeritus referee, Grade 15, that should be amended to add the following: Who retired from active referee Grade 5, after a minimum of three years at that grade. And that is to clarify what that emeritus Grade 15 means.

UNIDENTIFIED SPEAKER: Repeat that addition, please.

MR. BOUDA: Yes, I will be happy to.
It's now been posted up on the screen. Thank you very much for whoever is doing that. We want to make it very clear what the emeritus grade referee 15 means, and it means who retired from an active referee Grade 5 after a minimum of three years at that grade. Okay.

And I see that Tim Pinto is running down to the recorder to get that correct language up there, and I -- again, I apologize for the clerical errors that occurred in the office.

PRESIDENT CONTIGUGLIA: Are we all set?

MR. BOUDA: That is correct. Someone has asked me to read it, and the bylaw change would be:

Any individual holding one of the following positions: Referee Grade 5 or superior; emeritus referee Grade 15 or superior who retired from active referee Grade 5 after a minimum of three years at that grade; state referee administrator, the SRA; or the state youth referee administrator, SYRA.

The question has been asked, is it state referee and/or state youth referee? That is correct, but that's later on in the voting procedures, Richard, thank you.

So again, I apologize for the confusion at the office. This is the unanimous recommendation of
the National Referee Committee.

Dr. Bob.

PRESIDENT CONTIGUGLIA: Okay. We will -- is there any discussion regarding this proposal?

If not, we will move the question, and then go to a vote. Bob.

MR. KEPNER: Voting will begin.

Counting begins.

Voting ends.

PRESIDENT CONTIGUGLIA: The amendment passes, or the proposal as amended.

Now, there are two bylaw changes regarding grievances: one regarding dealing with grievances in-house, and one creating independent grievance hearing panel using the AAA, the American Arbitration Association.

Yesterday at the -- the background is everyone agrees our grievance process within the organization needs to be better, and there are two proposals to try to make it better.

Yesterday, at the Board of Directors meeting, they voted just about unanimously to recommend accepting the one on Page 34. So I'm going to put that on the floor first, and skip the previous ones, because if this passes, then the other one will
not be put on the floor.

So we're looking on Page 34, proposed amendment bylaws, 701, 703, Section 4; Bylaw 704, Section 3 and Section 4, and see the amendments below about hearing procedures.

Is there any discussion regarding this bylaw recommendation or proposal?

If not, we will move the question. Bob.

MR. KEPNER: Voting will begin.

Counting will begin.

Voting ends.

PRESIDENT CONTIGUGLIA: It passes. Bob, is that two-thirds?

MR. KEPNER: Yes, it is. 581 would be two-thirds.

PRESIDENT CONTIGUGLIA: It passes, therefore I will take off the table -- I will withdraw on Page 29, Bylaw 431, and withdraw 703 on Page 31.

Moving along.

UNIDENTIFIED SPEAKER: What is two-thirds?

MR. GULATI: It needs 513.

PRESIDENT CONTIGUGLIA: 513 represents two-thirds, and this was -- of the votes cast.

MR. KEPNER: I apologize. Bob, that is not two-thirds. 647 would have been needed for
two-thirds.

PRESIDENT CONTIGUGLIA: Bob, it's of the votes cast.

MR. KEPNER: Bob, it's of the votes cast.

So of the votes cast, 647 was needed so it does not reach a two-thirds majority.

PRESIDENT CONTIGUGLIA: I don't believe that -- I don't believe that's correct, Bob.

The rule of thumb is if you double the negative vote, if it's more than double the negative vote, then that's two-thirds.

Bob, are you with us?

MR. KEPNER: I was right in the first place.

PRESIDENT CONTIGUGLIA: It passes.

MR. KEPNER: It was a discussion I didn't hear that -- I apologize again.

PRESIDENT CONTIGUGLIA: The bylaw passes.

We will withdraw the other two, and let's move on, and I am withdrawing the ones that start on Page 29.

Now we are moving to policies.

My boss tells me that there are a total of nine policy amendments, four that you have as the handout and five that are in the book. And what we would like to do is take them collectively, unless
someone feels they want to discuss one by one --

MR. ZANGRILLI: One by one.

PRESIDENT CONTIGUGLIA: -- or particularly.

MR. ZANGRILLI: One by one.

PRESIDENT CONTIGUGLIA: Who said that?

MR. ZANGRILLI: (Nod of head.)

PRESIDENT CONTIGUGLIA: Is there any specific one you want to discuss, and we could vote on all the others?

MR. ZANGRILLI: One on Page 6.

PRESIDENT CONTIGUGLIA: This is Page 6 of the handout.

We'll go through them one by one and make life easier for everybody.

On Page 2 of your book, proposed by the Referee Committee, Proposed Amendment 531-2, Section 2, Page 33 of the policy manual, and it regards title change to -- from state association to Referee Committee.

Is there any discussion?

If not, since it seems technical to me, I will ask for a voice vote. All in favor, please say aye? Opposed? Thank you.

(Motion passes.)
PRESIDENT CONTIGUGLIA: Moving on, on Page 3 of that same section, it is changing assistant referee to linesman. Is there anyone who wishes to discuss this? If not, I will move the question and ask for a voice vote. All in favor, please say aye? Opposed? Thank you. (Motion passes.)

PRESIDENT CONTIGUGLIA: Moving along on Page 4, 531-8, this is about changing language to Referee Committee or state referee administrator, if there is no Referee Committee. Is there any discussion on this one? If not, we move the question. All in favor, please say aye? Opposed? Thank you. (Motion passes.)

PRESIDENT CONTIGUGLIA: On Page 5 -- I'm sorry, I will indicate so the transcriber can write this down, that each of the last three have been approved by -- unanimously.

UNIDENTIFIED SPEAKER: No, no.

PRESIDENT CONTIGUGLIA: Okay. There was a minority no.

MR. ABBOTT: On the first one.
PRESIDENT CONTIGUGLIA: On the first, right.

On 531-9, Page 5, a typing change from "and" to "or." Is there any discussion on this one? If not, we will move the matter. All in favor, please say aye? Opposed?

(Motion passed.)

PRESIDENT CONTIGUGLIA: It passes unanimously.

We are on Page 6, this has to do with a code of ethics for referee assignors. I will ask if there is any discussion? Mike Edwards?

MR. EDWARDS: Bob, in one of my alter egos and my split personality, I'm the chair of the state Referee Committee for the state of New Mexico, and my boss is Jim Tilley, he's sitting over here, so he will tell me if I speak out of turn.

On Item 11 here, I am adopting an ethical standard for a certified assignor, if I'm correct in my reading, that when I certify the assignor by USSF, assign games of leagues and teams who aren't in USSF, I will tell them that the game I'm assigning them to is not affiliated with the body that certified me.

This seems fundamentally at cross-purposes with me to offer advice on fulfilling my obligations
to the organization by assigning for somebody who's
not in the organization. This doesn't make any sense
to me that I should have in my ethical standards to be
a member, providing you advice on how to undercut the
membership of the own organization that certified you.

PRESIDENT CONTIGUGLIA: Mike, do you want
to make an amendment to change this?

MR. EDWARDS: I think I'm going to defer
to my colleague, Mr. Falcone, from the esteemed state
of Maryland, who is better spoken than I on the
subject.

PRESIDENT CONTIGUGLIA: I'm sorry. Brooks
was on the Referee Committee, and he asked to address
Mike's comment first.

MR. MC CORMICK: I understand what you are
saying, but the reality of it is that most assignors
that I'm familiar with have multiple leagues that they
assign for, and a number -- in a number of cases, they
do do assigning for unaffiliated leagues.

UNIDENTIFIED SPEAKER: They should.

MR. MC CORMICK: Well, they're independent
contractors, as has been explained to the Referee
Committee by staff counsel. Whether or not they do,
what I'm saying is from a practical standpoint, a lot
of assignors assign unaffiliated games, and they are
putting out assignment lists that don't specifically
say which games are affiliated and which ones aren't,
and we want to make sure that our referees know when
there is an unaffiliated game assignment given them,
so they know they're not going to be covered by our
insurance and everything else.

It's more of a notification issue, than
we're saying that it's okay to assign unaffiliated
games. It happens. We just want to make sure that
the referee is notified that it is an unaffiliated
game.

MR. FALCONE: Mr. Chairman, I would like
to propose an amendment to this policy. I do have it
written so I will read it first, and then I will
submit it to you. It will be a new Number 11.
Number 11 will state: I will give
priority to the United States Soccer Federation-
affiliated matches when assigning games. Number 11
then becomes Number 12, Number 12 then becomes
Number 13.

PRESIDENT CONTIGUGLIA: So you are adding
a new line, not deleting anything else?

His proposal is a new Number 11. I have a
message from on high. The Referee Committee will
accept the amendment as proposed.
MR. FALCONE: I would like to explain my rationale. By giving priority to our matches, it does create a burden to the assignor, and I say so be it. If the assignor can't give us priority and we're going to certify that person, then we don't need that person to be our assignor.

(Applause.)

PRESIDENT CONTIGUGLIA: I'm told by the parliamentarian that Tony's amendment still must be approved by the membership to be included in the policy. So unless you folks have an issue with that amendment, I will ask for a vote on the amendment, and then we can move forward. Is that okay?

Let's move the question on Mr. --

MR. OLIVAS: Mr. Chairman, I have an issue with it.

You know, we're talking about a moral issue. The greatest detriment we have to unaffiliated leagues is to take the referees away from them, and here we're allowing our own assignors to assign referees. I think we should make it part of the policy that they not be allowed or we don't recertify them.

PRESIDENT CONTIGUGLIA: I don't think that addresses Tony's amendment.
Tony's amendment is a new Number 11, which you will give priority to USSF-affiliated matches when assigning games. That's the amendment that's on the floor.

Let's keep the cross-conversation down. We have been doing great, and we're going to get out of here shortly, so let's try to concentrate on that.

Am I correct on that? So what I'm going to ask for is a vote on Tony's amendment, and then if you have other changes you wish to make, we can do that.

All in favor of Tony's amendment, please say aye? Opposed?

The ayes have it. It only takes 50 percent.

Now, what we have done is we have added a Number 11, which says: I will give priority to the U.S. Soccer Federation affiliated matches in assigning games, and we have changed the published 11 to 12, and the 12 to 13. Is everybody with me?

Now, I will recognize -- you have spoken already, so I will recognize this gentleman.

MR. LATIMER: Dave Latimer from West Virginia.

On what's Number 12, when assigning
unaffiliated games, I must notify the referee, et cetera, change "when" to "if." It's a minor thing, but --

PRESIDENT CONTIGUGLIA: Does the Referee Committee accept that?

MR. LATIMER: It should be a housekeeping change.

PRESIDENT CONTIGUGLIA: It's accepted, thank you.

Can I get unanimous consent on that? All in favor, please say aye?

(Motion passed.)

MR. ABBOTT: Bob Abbott of Louisiana. I want to oppose -- actually, I'd like to delete the now Number 12. What you are doing is you are actually sanctioning the assigning of unaffiliated games, and what we're -- what we're all about is we're certifying these assignors, and if they want to assign for an unaffiliated league, we're just -- we're recognizing that we're -- that they're going to do this, and I think that then puts us in a position of liability.

You are saying it is an unaffiliated game, and I'm telling you that, and by the way, USSF policy allows me to do that, and so now we're sanctioning it. And I really think we ought to not allow assessors,
1 and if they do it, they're doing it strictly on their
2 own, and there's nothing in writing to say that we
3 ever sanctioned it. I would like to amend the policy.
4 
5 PRESIDENT CONTIGUGLIA: You are making a
6 motion to amend, which would delete 12? Is there a
7 second?
8 
9 MS. MADRIAGO: Second.
10 
11 PRESIDENT CONTIGUGLIA: Okay.
12 
13 UNIDENTIFIED SPEAKER: Kristine Lilly
14 scored. 4-0.
15 
16 PRESIDENT CONTIGUGLIA: Okay. First of
17 all, the score is important. What was it? 4-0.
18 Okay.
19 
20 I am told by our parliamentarian that I
21 must respect the fact that if we want to delete this,
22 before we delete Number 12 in that motion, we must ask
23 if anyone would like to change it before we delete it?
24 We have a gentleman who wishes to change -- two
25 gentlemen which wish to change it, before we delete
26 it.
27 
28 So I'm going to recognize an amendment to
29 change before I accept the amendment to delete; that's
30 what I'm told is the rule.
31 
32 MR. FRISOLI: Massachusetts is proposing
33 that we amend Section 12 to read assignors shall not
assign unaffiliated games.

PRESIDENT CONTIGUGLIA: I would ask if there's a second.

UNIDENTIFIED SPEAKER: Second.

PRESIDENT CONTIGUGLIA: There's a second.

MR. BOUDA: Just for clarification purposes, the reason this was put in was to protect the referees, not to protect assignors who are doing unaffiliated matches.

So we want to protect the referees, because what happens is a lot of these assignors assign match, and then don't tell the young referees, especially, that they're doing a nonaffiliated match.

So that was the intent, and I just wanted clarification that it wasn't any kind of endorsement of assignors to do unaffiliated matches.

MR. BLACK: Mr. Chairman.

PRESIDENT CONTIGUGLIA: One second, please.

Also, in respect to the motion, my question would be, and I'm not taking sides, is that this is a code of ethics that we're talking about, not a policy for the organization. That's how I would interpret it.

MR. FRISOLI: I understand, but the
realities are we fund all the administration of soccer
for all the unaffiliated part of soccer. We train the
referees. We spend the time and effort. We train the
assignors and spend the time and effort.

The only reason people don't affiliate
with us is because they don't want to spend the money.
They take the benefit, but they don't want to pay for
it. And my philosophy is if you don't want to join
us, fine, but we shouldn't be subsidizing you
otherwise.

I don't want to deny anybody the chance to
play, but if the assignors who also take money from us
and went through our programs, if they don't want to
assign for us, that's fine, we'll get someone else.
They make money assigning. For many people, it's a
second supplemental income.

PRESIDENT CONTIGUGLIA: Is there anyone
who wants to speak against the motion to amend Number
12, which would say, shall not assign nonaffiliated
referees? Who wants to speak against the motion?
Sir.

MR. ROBERGE: Dan Roberge, Youth,
New Hampshire.

The problem is some of the people that are
doing the assigning may also be doing assigning for
other organizations, which have nothing to do with our organization. And the problem is some of these referees will not know that that is what is going on, so they need to be aware that these are unaffiliated games that they're assigning now, not affiliated games.

PRESIDENT CONTIGUGLIA: Let's keep the cross-conversation down and respect the speakers.

MR. ROBERGE: It's not that we're saying that we encourage the behavior of the assignors. It's just that the referees know what they're being assigned is not an affiliated match.

Okay. Bob, and then Bruno, then Howard, and then Larry.

MR. BLACK: Yeah. Mr. Chairman, I just would like to ask Mr. Bouda, please, to explain to me -- this is just a code of ethics. Violation of this code of ethics, what happens to me? And very quickly, please.

MR. BOUDA: Thank you, Bob. I can only speak what happens in my state, and if an assignor violates these codes of ethics, we remove them or suspend them pending a hearing, and then if we find that they have violated the code of ethics, the suspension or a fine or whatever will be --
MR. BLACK: So violation by assigning unaffiliated games could lead to that?
MR. BOUDA: Absolutely.
MR. BLACK: Thanks. Fantastic. Thank you.

MR. TRAPIKAS: Dr. Bob, we have a motion on the floor, correct?

PRESIDENT CONTIGUGLIA: Yes, we do.
MR. TRAPIKAS: Well, until that motion is acted on, I support that motion. If that motion is not adopted, then I have an additional motion.

PRESIDENT CONTIGUGLIA: Anyone want to speak to the motion? And that motion is to change Number 12 to, I shall not -- I'm just keeping people up -- I shall not use -- I shall not assign unaffiliated games.

Larry.

MR. MONACO: I guess I'm speaking against it, for shall I say, legal reasons.

It's -- to be quite frank, I think it's unconstitutional, just like it's unconstitutional to require a player to only play in Virginia Youth Soccer Association.

You have a right under the U.S.
Constitution, and most state constitutions, to go where you want and do what you want, assuming you are not violating the law.

And in this case, an assignor, if you put such a requirement in, in effect you have converted them from an independent contractor to an employee. And if you want to do that, fine, but that means you're subject to Social Security taxes and all the rest of it.

So I think the better part of valor is -- I was going to demand a division of the question, to separate 12 from 13 and 11 and all the rest of it, and then say, let's just vote it down, just take it out.

I agree that it highlights, but we've already said, I will give priority, that's an indication that you can do what you want, but let's not emphasize it under 12 -- under 12. Let's just take 12 out. So the answer is, I would suggest that you vote against the substitute.

(Appause.)

MR. FRISOLI: Mr. Chairman.

PRESIDENT CONTIGUGLIA: You have spoken already, but I want to withdraw my proposal.

Okay. I will accept that.

MR. FRISOLI: And the reason, in talking
to Brooks, he is concerned, and I think rightly so, that if we impose, you shall not, versus priority, it may affect the ability of people assigning high school games, which I don't want to do.

PRESIDENT CONTIGUGLIA: Okay. So the maker of the motion, the amendment on Number 12, where it says, assignor shall not assign an unaffiliated game, has withdrawn his amendment now, and has the seconder accepted that? I'm sure he does.

Okay. So now we are down to the original amendment, which was to remove -- what is currently Number 12?

MR. TRAPIKAS: Dr. Bob.

PRESIDENT CONTIGUGLIA: And that is the motion that's on the floor for discussion.

MR. TRAPIKAS: Dr. Bob. Point of order. You had indicated that substitute amendments would take precedence before deletion of the motion, and I have another substitute to propose.

PRESIDENT CONTIGUGLIA: Okay. I apologize, Bruno.

MR. TRAPIKAS: In light of the discussion, I would just like to suggest that we put this in a slightly more positive bent rather than saying "don't."
I suggest the following language to substitute for Number 12: When assigning games, I must notify the referee being assigned as to whether the game is affiliated or is unaffiliated.

PRESIDENT CONTIGUGLIA: Is there an acceptance or a second to that substitute amendment?

UNIDENTIFIED SPEAKER: Second.

PRESIDENT CONTIGUGLIA: It is seconded.

Is there any discussion regarding Bruno's language?

John Collins.

MR. COLLINS: I don't know if it's discussion one way or another. I have a question. It was stated earlier that the assignors are independent contractors. It seems to me we're talking about stuff that should be covered in whatever the contract is that gives them the power, as opposed to this sort of level of detail. And I was wondering, is there any such agreement, or where is this decided as to what their responsibilities are? If they're independent contractors, what do we --

PRESIDENT CONTIGUGLIA: I don't know the answer to that.

I am told every league in the country does it their own way. There is no standard agreement.
Now, we're addressing Bruno's language to Number 12. Is there anyone who wishes to speak on it?

Hank, did you have your hand up?

MR. DES BORDES: Well, the whole issue, I think the whole amendment should be defeated, because if you -- what you are trying to do to work with all of these things, is to define what's ethical.

In Number 5, you say, I will conduct myself ethically. I think if everybody -- if the national Referee Committee wants to come out and specifically list 20, 30 things, that's fine, but as far as a code of ethics go, I think all of you have said it's unethical for somebody to assign unaffiliated games.

I don't think that belongs in here, and I want to compliment you all on finally having fun at this meeting.

Thank you very much.

(Applause.)

PRESIDENT CONTIGUGLIA: Is there anyone who wishes to address the substitute motion?

Bob.

MR. ABBOTT: I'm Bob Abbott, Louisiana. I think you are right back to talking about unaffiliated games and assigning unaffiliated games. I don't have
any problem with an assignor who is assigning for a high school association saying, I want you to go to a high school game, and he uses these high school referee lists, which is a separate list. Some of those people don't ever do our affiliated games. Most of them do, but if that's the hat he puts on, but when he's -- you know, when somebody contacts him as an assignor and he knows it's not an affiliated league, he needs to decline and say, "I'm sorry, I can't assign for that league."

And I think putting this in there, any reference to unaffiliated games, is causing a problem for the state associations and this organization.

PRESIDENT CONTIGUGLIA: Do you have comments regarding substitute 12?

Then I will recognize Bruno.

MR. TRAPIKAS: I just have one additional quick comment. Yes, I would favor removal, perhaps, not voting on this at all; however, if we do end up with language, I suggest that -- what I proposed was a little more positive rather than only addressing unaffiliated games. Therefore, I would urge adoption of this substitute and then making the decision as to whether it should be in there in the first place or not.
PRESIDENT CONTIGUGLIA: Okay. I'm going to move the question on substitute 12.

Mavis.

MS. DERFLINGER: I would like to move to table this until the language can be reworked in a more satisfactory and legal manner.

PRESIDENT CONTIGUGLIA: Mavis, are you talking about the entire policy?

MS. DERFLINGER: The whole thing, because it's contradictory, Bob.

PRESIDENT CONTIGUGLIA: Can we ask that you refer it back to the Referee Committee, as opposed to tabling, because if it's tabled, it cannot be addressed until next year as a policy, while the Board of Directors can address it if it is rewritten by the Referee Committee? Can I ask that you consider that?

MS. DERFLINGER: I would like to, but no, because I think that the members of this council need to make the final decision on this. They are the ones that are most affected.

PRESIDENT CONTIGUGLIA: Okay. So the motion is to table. There is no discussion; am I correct?

MR. MONACO: Point of order.

Point of order. Motion to table is not in
1 order.

   PRESIDENT CONTIGUGLIA: Okay. I recognize
2 Larry. My parliamentarian says that Larry may have a
3 legitimate concern.

   MR. MONACO: A motion to table is not in
4 order, because this is not an emergency situation.
5
   PRESIDENT CONTIGUGLIA: His comment is a
6 motion to table is not in order, because this is not
7 an emergency situation, and our parliamentarian shakes
8 his head yes, so I rule that that motion is out of
9 order. So let's continue with the business.
10
   MS. DERFLINGER: Then I would like to make
11 a substitute motion.
12
   PRESIDENT CONTIGUGLIA: Then you may make
13 a substitute motion. Isn't this great?
14
   MS. DERFLINGER: I move to refer this
15 whole thing back to the Referee Committee.
16
   PRESIDENT CONTIGUGLIA: There's a motion
17 to refer this back to the Referee Committee.
18
   UNIDENTIFIED SPEAKER: Second.
19
   PRESIDENT CONTIGUGLIA: It's seconded.
20
   Now, is there discussion on that motion?
21
   UNIDENTIFIED SPEAKER: That was on the
22 floor already.
23
   PRESIDENT CONTIGUGLIA: The motion is to
refer the entire amendment to the --

(Floor discussion.)

PRESIDENT CONTIGUGLIA: We need to confer here. This is very complicated.

I'm told that what is on the floor was to substitute 12, so technically Mavis's motion, I don't think that's the intent, is to just put -- just refer Number 12 substitute back to the Referee Committee, and we would go on and consider the rest.

MS. DERFLINGER: No.

PRESIDENT CONTIGUGLIA: Or once that is voted on, then we can refer the whole thing back in the second vote.

MS. DERFLINGER: My motion takes precedence.

(Multiple floor discussions.)

PRESIDENT CONTIGUGLIA: Okay. We're going to move the question.

UNIDENTIFIED SPEAKER: Point of order.

MR. COLLINS: Dr. Bob, I have a question as to exactly what's happening. Point of order.

PRESIDENT CONTIGUGLIA: Me too.

MR. COLLINS: The question I have is this policy was adopted by the Board of Directors, correct?

PRESIDENT CONTIGUGLIA: Yes.
MR. COLLINS: So this body either can ratify it or reject it. I don't know that it can modify it, and if that's what's happening, if it's postponed or something happens to it, or if it's sent to committee, isn't it already a valid policy that's in effect?

PRESIDENT CONTIGUGLIA: But they could modify it.

Rather than me going through an intermediary here ... 

MR. MALAMUT: The body, under the bylaws, is permitted to modify policies that have been adopted by the board, and that's why you can change particular sections, reject the whole thing, or approve the whole thing.

It remains in effect.

The only way to keep it from being in effect, as a whole policy, which is a possibility, would be to reject it and to recommend that the Referee Committee bring it back next year with an -- as a revised version, or bring it back to the board with a revised version, and I think, as soon as we formally handle the -- the amendment to Subsection 12, one way or another that has to be disposed of before you can deal with the policy as a whole.
It may be that the maker of the current amendment may wish to withdraw his current amendment, in light of the possibility that the whole thing may be referred back to the committee, but we have to proceed one step at a time.

MR. COLLINS: I understand that, but just so I understand the other part, is to be referred to a committee, it actually has to first be rejected by this body or what has been passed remains in effect?

MR. MALAMUT: That's right.

PRESIDENT CONTIGUGLIA: So the advice we're giving Mavis --

MR. TRAPIKAS: Dr. Bob, in the interest of on where I believe this is going, I will withdraw.

PRESIDENT CONTIGUGLIA: All right. So now the substitute 12 is withdrawn.

And is the motion to delete 12 going to be withdrawn?

MR. ABBOTT: No. I would like to keep my motion to delete 12. That will keep the rest of the policy in effect, and then the committee can bring it back, if they need to do that, anytime during the year to the executive board.

PRESIDENT CONTIGUGLIA: That's acceptable by the Referee Committee, so --
MR. RUBENSTEIN: Dr. Bob.

PRESIDENT CONTIGUGLIA: -- what I'm going
to try to do is get us to vote on the removal of 12
altogether, and then vote on the whole policy.
Do you have a problem with that?

MR. RUBENSTEIN: I would like to do 12 and
13 together and delete them both.

There is no 11 anymore. There's a new 11,
but I would like to delete the old 11, which became
12, and the old 12, which became 13.

MR. ABBOTT: I will accept Howard's
amendment.

PRESIDENT CONTIGUGLIA: Okay. So the
motion on the floor, do you want to speak to either
one of those two?

MR. SADOWSKI: Let me see what you have to
say first.

PRESIDENT CONTIGUGLIA: The motion on the
floor has been to delete 11 -- to delete 12 and 13 of
the main policy, and then we would vote on the 1
through 11. That's how I hear it.

MR. SADOWSKI: Jim Sadowski, Metropolitan
D.C. Virginia Soccer Association.

This is a great discussion, because
this -- these things affect us day to day.
Let's deal with it now, really. We can deal with it, and I have a proposed substitute. I know. I know. Whether -- if we say it this way --

PRESIDENT CONTIGUGLIA: You can only propose to 12 or 13.

MR. SADOWSKI: 12, whether -- the assignor must notify the referee whether the assigned game is an affiliated match. Okay.

Now, it doesn't use the word "unaffiliated," but it provides what we need, and that is we need these refs to know what games they're covering, because these assignors are out there and they're not telling them. And it's a notice to the referee issue; it's not an endorsement of affiliated games.

We all know we don't like affiliated games, and we need the referees to know, because I've got assignors in my state, who on their web sites are advertising leagues, and they're saying they're affiliated, and they're not. So the referee needs to know it's only 10:26. We can deal with this. I think that language is acceptable. Let's pass it.

PRESIDENT CONTIGUGLIA: Is there a second to this motion?
MR. RUBENSTEIN: Dr. Bob, based on parliamentary decision and your previous rulings, you have to vote on Mr. Abbott's motion first.

PRESIDENT CONTIGUGLIA: No. We're substituting -- the motion was to remove.

MR. RUBENSTEIN: You said that we cannot remove until the previous --

PRESIDENT CONTIGUGLIA: Howard, we're not removing. What we're doing is another substitute on Number 13. So let's deal with this.

Is there any discussion regarding Jim's?

If not, I will move the question on Jim's motion.

And the motion is written up there. It says it's for substitute number -- substitute 12, and it says the assignor will notify the referee whether or not the assigned game is an affiliated match. Am I correct, Jim?

MR. SADOWSKI: I would like to use the word "must" instead of "will."

PRESIDENT CONTIGUGLIA: Okay. Must. And that's been seconded. I would really like to move the question on this.

UNIDENTIFIED SPEAKER: Dr. Bob, may I add one thing?
PRESIDENT CONTIGUGLIA: Wait a minute.

Wait a minute. Please. John.

MR. MOTTA: I think the intent here was overall to protect the referee's interest, and I think Jim Sadowski's amendment says the same thing in a different manner, where basically, the referee will be protected because he will be told it's an affiliated game, and his insurance with the Federation will take effect if anything happens during the game; whereas, if he's told it's not affiliated, his insurance will not cover him.

PRESIDENT CONTIGUGLIA: Who wants to speak specifically to Jim Sadowski's motion -- amendment?

Bruno.

MR. TRAPIKAS: Dr. Bob, I like the intent of Jim's motion; however, the loophole here is that if nothing is spoken when an assignment is made, okay, and nobody sits there and thinks about whether it is affiliated or not affiliated, then by default the thought may be that it is affiliated.

The substitute motion that I had made would allow for both items to be communicated, whether it is affiliated or whether it is not affiliated.

I withdrew that motion in the interest of this being referred back to committee.
If, in fact, something is going to pass, and this passes, I will bring back my motion, because I do believe that this does not cover those loophole areas.

PRESIDENT CONTIGUGLIA: Jim, I will let you speak.

MR. SADOWSKI: To be consistent with the rest of the code, I'm told it would be better to say, I will notify the referee, rather than the third person. It doesn't really do much to it. I will -- I must notify the referee, rather than "the assignor must," "I must."

PRESIDENT CONTIGUGLIA: I would like to move the question. Unless you have something substantive to add, I'm going to move the question.

MR. RAMIERZ: Dr. Bob, before we vote, I would like an explanation on the comment by Mr. Bouda, concerning the referees, that this is to protect the referees. He's going to feed them to the lions, and then who is going to protect them? If the assignor assigns an affiliated league, I will protect them as a state association.

PRESIDENT CONTIGUGLIA: I think you are out of order because you are not addressing the motion. I'm going to move the question.
The question on the floor is Number 13, which is Jim Sadowski's substitute -- no, 12, substitute 12, I apologize, and that wording is: I must notify the referee whether or not the assigned game is an affiliated match. This is the only thing you are voting on at this time.

If this passes, then we still go to the motion to delete.

UNIDENTIFIED SPEAKER: No, we go to Bruno's.

PRESIDENT CONTIGUGLIA: That's true. I apologize. Let's move the question. If you vote yes, you agree to the substitute 12.

Bob.

MR. KEPNER: Voting will begin.

Counting begins.

Voting ends.

PRESIDENT CONTIGUGLIA: The substitute amendment passes.

Bruno, I'm going to ask you if you still want to move your amendment.

MR. TRAPIKAS: What was just adopted, I move the inclusion of the language: I must notify the referee whether or not the assigned game is an affiliated or an unaffiliated match.
UNIDENTIFIED SPEAKER: No, no, no.

MR. TRAPIKAS: I withdraw it then.

PRESIDENT CONTIGUGLIA: Okay. He withdrew it. Okay.

Now, we have on the floor a motion to delete Numbers 12 and Numbers 13 together.

MR. ABBOTT: Just to make sure that I'm correct in this, if we delete it at this point, the Referee Committee can reconsider at any time during the year and bring it back to the executive board; is that correct?

PRESIDENT CONTIGUGLIA: Yes. The Board of Directors can initiate a different policy, if they want.

MR. ABBOTT: Then I urge that we delete 12 and 13, and that basically sends it back to them to rethink it.

PRESIDENT CONTIGUGLIA: Let's move the question. Bob. All in favor of deleting 12 and 13, vote yes.

MR. KEPNER: Voting will begin.

Counting begins.

Voting ends.

PRESIDENT CONTIGUGLIA: The motion to delete passes.
Now we are on the main policy, which would mean the same policy with only Number 10 and 11 added. I'm going to move the question, affirming Numbers -- the policy with 10 and 11 added.

Bob.

Excuse me, 11; 10 is good.

MR. KEPNER: Move the question. Voting will begin.

Bob, because we announced the beginning of voting before the machine was ready, it did not record all votes, so we do ask that you revote.

PRESIDENT CONTIGUGLIA: Okay. Please revote.

MR. KEPNER: Begin voting.

Counting begins.

Voting ends.

PRESIDENT CONTIGUGLIA: It passes. Okay. So we now have a code of ethics.

Please go to this sheet, which talks about other opposed -- proposed, yes, proposed amendments. John Bouda has a comment while I organize myself.

MR. BOUDA: I just want to thank everyone for their involvement in this. The intent was to protect the referees, especially the young referees,
that don't get told that they're getting assigned to outlaw or unaffiliated leagues, and I appreciate any comments that any of you have as to how you can word it to protect the USSF matches that we want to have covered and protect the referees.

So see me afterwards, come up to me, or Brooks as well, or Julie, and give us language that you feel will protect the referees and safeguard our USSF-affiliated matches.

Thank you.

PRESIDENT CONTIGUGLIA: Boy, I'm getting an education here.

We already did, in this packet, the first proposed amendment by the Referee Committee, so we're going to bypass that. And you have several proposed amendments which are new, one regarding reporting risk management disqualification, a Federation standing committee, Appeals Committee, one entitled a Grievance Committee, and finally, one recognition of risk management actions.

The Grievance Committee one is withdrawn because of the bylaw that was passed regarding outside adjudication. So what I'm going to do is ask for a package approval, if that's okay with you, and that would require a two-thirds vote because this is new
MR. MALAMUT: It takes a two-thirds vote to make any changes.

PRESIDENT CONTIGUGLIA: Okay. Let's hope we don't have to make any changes.

So reporting risk management disqualifications would be the first one; Appeals Committee the second one. We are deleting Grievance Committee, and we are moving to adopt recognition of risk management, and I would like to take that as a package.

Is there a motion to --

MR. FALCONE: Point of order, Mr. Chairman. When you say it was withdrawn, these policies were approved by the Board of Directors, correct?

PRESIDENT CONTIGUGLIA: It was conditionally passed by the Board of Directors.

MR. FALCONE: Will the board then take action if the --

PRESIDENT CONTIGUGLIA: Correct.

Any other questions?

If not, I'm going to ask for approval of those amendments. Since everyone looks pretty relaxed, can I take a voice vote, or do you want to
vote by machine here?

Let's try a voice vote. All in favor,

please say aye? Opposed?

(Vote passes.)

PRESIDENT CONTIGUGLIA: Unanimous. Well done. Please remind me never to do this again.

UNIDENTIFIED SPEAKER: The score is final,

Dr. Bob.

PRESIDENT CONTIGUGLIA: 5-0?

UNIDENTIFIED SPEAKER: 4-0.

PRESIDENT CONTIGUGLIA: 4-0. This puts us into the final game, probably, against Germany. Am I correct on that? Probably Germany?

As tradition has it, those of you who feel they have more to say, we will go to Good of the Game. Does anybody wish to speak up? Michael.

MR. EDWARDS: Mike Edwards, chair of the Adult Committee and the U.S. Adult Soccer Association.

Yesterday during our council meeting, we handed out some of the most prestigious awards known to the world of soccer, that would be the Daytime Mikey Awards, which are granted solely on my irrational behavior to people who have contributed to the advancement of adult soccer in the universe.

Two of the awards we did not distribute
because the distinguished recipients weren't available at the time, so much like the technical Oscars, Dan Flynn's was awarded prior to us going on ESPN this morning with this meeting. You all don't know you were on TV because you are here, except for the guy with the computer.

We awarded Dan his Daytime Mikey for the outstanding work he has done for us helping us secure sponsorships and work with Nike in supplying us equipment for our programs and for going to bat for us on the assistance with player development funding.

Dan, on behalf of the membership of USASA, thank you from the bottom of our hearts.

(Applause.)

MR. EDWARDS: The second Daytime Mikey, a couple years ago we began the process of relocating our office from North Bergen, New Jersey, to Lawrence, Indiana. And we -- because city government is involved -- and I know this is going to shock you, I am glad you are all sitting down -- because the city government is involved, things have not gone quite as smoothly and as quickly as we were told they would when they bid, but they are moving and have approved the new super complex, which will be the new USASA offices, among other things, and that is in no small
part due to the heroic efforts of Larry Harmon, who, as the mayor reminds us when we meet with them, Lawrence, Indiana, was not named after Larry Harmon. Larry Harmon does not know that, so don't tell him.

Larry Harmon, here is your Daytime Mikey award for the outstanding work you did for us.

(Applause.)

MR. GOAZIOU: I usually don't do these good of the games things, but I am today because we left here a couple of years ago at the AGM, and very candidly, I think everybody was pissed.

We were mad. We couldn't get anything passed. And this weekend, everybody worked together on the objectives of getting some policies and procedures passed.

I want to thank Don Garber and the pros, Sunil for his work, the amateurs, Mike and his people, David Messersmith and his people.

I want to thank the athletes, Peter Vermes and his people, who worked very, very hard; and Tim Pinto and our staff people, our legal people for putting it all together. They need a good round of applause. Thank you.

(Applause.)

MR. PAYNE: I want to add something to a
subject Bob touched on in his speech, and it's probably a bit presumptuous for me to do this with Linda and Amanda in the room, but I wanted to ask everybody to recognize the contributions that April Heinrichs has made to the United States Soccer Federation.

She was one of the most successful collegiate players of all time. She was the captain of our first world championship team. And while she didn't get always quite as much notoriety as -- at that time Michele, in particular, was the dominant player in the world, and Carin Gabarra, but many people thought that April was the engine room of that team.

When she retired, she became a successful collegiate coach, and then became the first woman head coach of our women's national team. At a time of transition, she not only was able to make the most of the skills and qualities that our veteran players still retained, but she brought a lot of young players into the program as well. Won a world championship, won an Olympic gold medal, and she's an exemplar, I think, of what our national team program is about.

So I would ask everyone to please give a round of applause to April Heinrichs.
PRESIDENT CONTIGUGLIA: Don Garber.

MR. GARBER: If you haven't heard this already, this year, 2005, is the tenth season of Major League Soccer, and I want to thank everybody in the U.S. Soccer community on behalf of our players, our administrators, our coaches, for all their support for our league, and pledge to you that over the next ten years, I will work hard to build a league that you can be proud of with players that are role models, and with teams that are deeply connected and committed to their communities, not just the soccer community, but their communities at large, so thanks a lot for your support.

PRESIDENT CONTIGUGLIA: Anyone from the congress wish to say anything? Lauren.

MS. GREGG: On behalf of WSI, which is the women's soccer initiative that's working hard with a lot of you guys and the Federation and the Foundation, to bring back women's professional soccer. I would like to thank the Federation and the Foundation for your interim support, and it's very much needed, and we appreciate it to help us get off the ground again. Thank you.
MR. GREGORY: Fred Gregory, AYSO. I would like to pick up on what Bill Goaziou said earlier. I would like to thank Don Garber, the pros, the athletes, Sunil, and others for helping to bring together the youth on these amendments that were passed today. Thank you.

PRESIDENT CONTIGUGLIA: Any other comments?

Mavis.

MS. DERFLINGER: Someone asked earlier, I think it was Sunil, how many people have been to 20 or more of these conventions, I have. When I first went to the conventions, the youth got no vote. In fact, on many issues, the youth were asked to leave the room. So it's a little bit disturbing to me to come here, and when the Credentials Committee roll call is made, several of the youth states are not even represented.

I understand how upset the youth delegates were two years ago because they didn't get everything passed, but I would ask that the state presidents go back and ask their delegates to pick up their ball and come play with us again. Thank you.

(Applause.)

MR. GULATI: We should recognize one
person who passed away on Friday -- or Thursday, Dan Van Voorhis, who was the owner of the Blackhawks and a great contributor in Cal North in the APSL and then the A league, a great supporter of all levels of soccer, with his money, with his time, and he passed away too quickly on Thursday. So Dan, we miss you, and unfortunately we'll all see you at some point.

(Appause.)

PRESIDENT CONTIGUGLIA: Does anyone else wish to make any comments?

Richard.

MR. GROFF: I think it's very important to thank some people in the adult association that have done an outstanding job. We had some elections this year.

I want to thank Brian Alexander, who was my deputy director; a great job, Brian. And I want to thank Bob McGee, a great regional director. Thank you very much.

(Appause.)

PRESIDENT CONTIGUGLIA: Are we ready to sing "Kumbaya" yet?

MS. MAC LARSEN: I apologize. This really is for the good of the game.

Ten months ago -- and I talked to
Mr. Payne about this on Friday -- ten months ago, I had contacted U.S. Youth Soccer because we had a young man dying of cancer. And Mr. Payne and his organization, they took care of this boy, and he got to a game, and he got to meet Freddy Adu and Landon Donovan, and this was two months before he passed away.

So for the good of the game, that's what we're about, about taking care of the kids.

(Applause.)

PRESIDENT CONTIGUGLIA: Anything else?

MR. DES BORDES: Can we adjourn?

PRESIDENT CONTIGUGLIA: When good people with good intentions sit down and work together, good things happen.

Thank you all for coming. We're adjourned.

(Adjourned at 10:51 a.m.)
REPORTER'S CERTIFICATE.

I, DEBRA K. RESLING, Registered Merit Reporter, appointed to take the meetings of the United States Soccer Federation, do certify that the within proceedings of the Annual General Meeting were taken by me stenographically at the Hilton Hotel, Orlando, Florida, on March 13, 2005, then reduced to typewritten form consisting of 114 pages herein; that the foregoing is a true transcript of the proceedings had.

In witness hereof I have hereunto set my hand this 24th day of March, 2005.

________________________________________
Debra K. Resling, CRR
Registered Merit Reporter
and Notary Public.
4 Cheyenne Blvd.
Colorado Springs, CO 80906

My commission expires February 28, 2009