

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

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

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

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

13 (Moment of silence.)

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

17 (Pledge of Allegiance.)

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

21 MR. KEPNER: Good morning.

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

1 call.

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

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

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

25 Excuse me. I left one document over

1 there.

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

5 MR. KEPNER: Thank you.

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

14 Now, in determining the weighting for the
15 various votes, Bylaw 302 is the guide that we use.
16 The weighting for these votes is as follows: Youth
17 Council, of course, the largest council of the four,
18 weighted 1 for each delegate vote; Adult Council,
19 1.47; Professional Council, 18.85, Athletes Council,
20 65.00; affiliate and associate organizations, life
21 members, and National Board of Directors, a weighting
22 of 1. This gives nonathlete total weighted vote youth
23 delegates 245; adult delegates 245; professional
24 delegates 245; affiliate and associate organizations,
25 life members, and National Board of Directors 41, for

1 a total of nonathlete total weighted vote of 776,
2 athlete delegates weighted vote 195. Total votes 971.

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

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

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

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

19 I will begin with the adult state
20 associations.

21 Answer "present" or "here."

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

24 Q Alabama?

25 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
16		League?
17	A	Here.
18	Q	United Soccer Leagues?
19	A	Here.
20	Q	Champions Soccer League?
21	A	Here.
22	Q	WPSL?
23	A	Here.
24	Q	NPSL?
25	A	Here.

1 Q PASL? MSSL?

2 A Here.

3 Q National youth state associations.

4 Alabama? Alaska?

5 A Here.

6 Q Arizona? Arkansas?

7 A Here.

8 Q California North?

9 A Here.

10 Q California South?

11 A Here.

12 Q Colorado?

13 A Here.

14 Q Connecticut?

15 A Here.

16 Q Delaware?

17 A Here.

18 Q Eastern New York? Eastern Pennsylvania?

19 A Here.

20 Q Florida?

21 A Here.

22 Q Georgia?

23 A Here.

24 Q Hawaii?

25 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
7 categories here, I will name the categories as I move
8 from group to group.

9 Other affiliates.

10 Soccer Association for Youth?

11 A Here.

12 Q United States Specialty Sports
13 Association?

14 A Here.

15 Q National members. Futsal?

16 A Here.

17 Q Pro Indoor Leagues. MISL?

18 National affiliates. Super Y league?

19 U.S. Club Soccer?

20 A Here.

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

23 A Here.

24 Q National Soccer Hall of Fame? Deaf Soccer
25 Association? Soccer Industry Council?

1 National associations. U.S. Youth Soccer?

2 A Here.

3 Q U.S. Adult Soccer Association?

4 A Here.

5 Q AYSO?

6 A Here.

7 Q Life members. Frank Borroni?

8 A Here.

9 Q Mavis Derflinger?

10 A Here.

11 Q Hank des Bordes?

12 A Here.

13 Q Larry Monaco?

14 A Here.

15 Q Foster Perry?

16 A Here.

17 Q Alan Rothenberg? Hank Steinbrecher?

18 Correct that last declaration.

19 Board of Directors. Adult director,

20 MaryPat Bell?

21 A Here.

22 Q Referee director, John Bouda?

23 A Happy to be here.

24 Q Very good. We're pleased that you are

25 with us, John.

1 Youth director, Chris Christoffersen?

2 A Here.

3 Q President Bob Contiguglia?

4 A Here.

5 Q Athlete representative, Amanda Cromwell?

6 A Here.

7 Q Athlete representative, John Doyle?

8 A Here.

9 Q Adult director, Mike Edwards?

10 A Here.

11 Q Adult director, Werner Fricker, Jr.?

12 A Here.

13 Q Coaching director, Bob Gansler? Pro
14 director Don Garber will be voting as a pro council
15 delegate.

16 Pro director Ivan Gazidas will be voting
17 as a pro council delegate.

18 Youth director Evelyn Gill?

19 Treasurer Bill Goaziou?

20 A Here, sir.

21 Q Adult director Rich Groff?

22 A Here.

23 Q Executive vice-president Sunil Gulati?

24 A Here.

25 Q Youth director Burton Haimmes?

1 A Here.

2 Q Athlete representative Linda Hamilton?

3 A Here.

4 Q Athlete representative John Harkes? Youth
5 director, Larry Harmon?

6 A Here.

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

10 Athlete representative John Kerr, Jr.?

11 A Here.

12 Q Adult director Marge Madriago?

13 A Here.

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

16 Adult director Brooks McCormick?

17 A Here.

18 Q Youth director Mike McDaniel?

19 A Here.

20 Q Youth director David Messersmith?

21 A Here.

22 Q Youth director Bob Palmeiro?

23 A Here.

24 Q Professional director Kevin Payne will be
25 voting as Professional Council.

1 A Here.

2 Q Athlete representative Cameron Rast.

3 Professional director Nelson Rodriguez?

4 Youth director Darl Rose?

5 A Here.

6 Q Past president Alan Rothenberg? Associate
7 director Bill Sage?

8 A Here.

9 Q Associate director Jim Sheldon? Adult
10 director Bruno Trapikas?

11 A Here.

12 Q Athlete representative Peter Vermes?

13 A Here.

14 Q Athlete representative Dante Washington?
15 Professional representative Mat Wiebe will
16 be voting as a Professional Council delegate.

17 Scott Blackmun? Adult director Bill
18 Bosgraaf?

19 A Here.

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

22 MR. GOAZIOU: Second.

23 PRESIDENT CONTIGUGLIA: There is a second.

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

25 (Motion passes.)

1 MR. KEPNER: Now, I'm going to give you
2 two different explanations at two different points in
3 time concerning the procedure that we will use. I
4 will explain the procedure that we will use for the
5 bulk of the voting at this time.

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

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

17 As we approach the end of the voting, I
18 will say, time -- "5," and that indicates 5 seconds
19 remaining in the voting. I won't count down 5, 4, 3,
20 2, 1, because the actual numbers will be displayed.

21 In terms of the voting itself, during this
22 portion of the voting it will be a simple yes-no.
23 Once the voting is started, you will push the yes or
24 the no according to your particular inclination at
25 that time.

1 If prior to the ending of the voting, when
2 you see the zero displayed, you wish to change your
3 vote, you can do that. You do not have to clear it.
4 You simply change from a yes to a no or a no to a yes,
5 simply by pressing the appropriate opposite key. That
6 changes it.

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

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

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

19 Voting will begin.

20 Five.

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

24 MR. GULATI: We must be in Florida.

25 PRESIDENT CONTIGUGLIA: The next item is

1 approval of the AGM 2004 National Council meeting
2 minutes. They have been distributed to you. Do I
3 have a motion to accept?

4 MR. GULATI: So move.

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

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

11 You know, when I think about the evolution
12 of our organization, both on and off the field, I'm
13 reminded by my first trip to Trinidad and Tobago in
14 1989, where we were a struggling, anxious, ragtag
15 group of players, staff, and volunteers, who traveled
16 commercially for a full day and who had no or little
17 media support.

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

22 Three weeks ago we traveled to Trinidad by
23 private jet with professional athletes, professional
24 trainers, a team physician, a team chiropractor,
25 professional coaching staff, professional

1 administrators, professional equipment managers, a
2 professional press officer, a documentary cameraman, a
3 press corps of 20, and some hangers-on like Dan,
4 Sunil, and I.

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

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

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

21 Our vision as an organization, and for
22 this administration, continues to be to provide
23 environments for all players to be as good as they can
24 be, and to follow a philosophy of teamwork and working
25 together.

1 By doing this, we are truly becoming one
2 of the best national sports governing bodies in the
3 world.

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

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

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

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

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

21 With April Heinrichs leading the team
22 through residency camp at the Home Depot Center, which
23 focused on fitness and technical training, and through
24 more than a dozen preparation games, the 2004 Women's
25 National Team melded into a wonderful mix of young

1 players and veteran leaders, and those veteran leaders
2 willed the team to victory in their final championship
3 match together.

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

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

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

21 April, thank you.

22 As we move forward in our women's
23 programming, we are very excited about bringing in a
24 new coach and providing groundbreaking programs to
25 train, develop, and identify more elite women soccer

1 players than ever before.

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

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

12 Let's look at the men's side.

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

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

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

25 Looking ahead, a critical step to

1 strengthen our men's programming will be to support
2 and work closely with our professional leagues, Major
3 League Soccer and the USL, to provide a professional
4 environment for more young players with the
5 establishment of a reserve league system.

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

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

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

20 And for your information, FIFA has
21 announced that the U-19 will now become a U-20 Women's
22 World Cup, and we would hope to see, in the very near
23 future, a U-17 Women's World Cup, which will then
24 equalize the world championships on both sides, the
25 men and the women.

1 Our Under-20 Men's National Team went
2 undefeated in January, qualifying for the upcoming
3 FIFA World Youth Championship in June, marking its
4 fifth straight time that this team has advanced to the
5 world youth championships.

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

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

18 The expanded residency program has
19 continued to gain in stature for its player
20 development focus and by providing talented players,
21 such as the ones you know of; Danny Szetlaf, Eddie
22 Johnson, Freddy Adu, Marcus Beasley, Landon Donovan.
23 It goes on and on. And these players are now starring
24 in our professional leagues and with our national
25 teams.

1 Our overall goal for our national teams
2 programs remains as it has been for many years, and
3 that is to continue to qualify and win every FIFA
4 competition.

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

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

15 Let's talk a little bit about coaches.
16 Competent coaching remains one of our greatest
17 challenges as an organization and as a soccer nation.

18 U.S. Soccer continues to provide more
19 resources than ever before to the coaching program,
20 and recently, we've established a new position of
21 Director of Coaching Education. This individual will
22 oversee coaching curriculum development, licensing
23 courses, and coaching policies.

24 In addition, we are now able to post the
25 curriculum and the manuals of our D and E licensing

1 courses on the web site for folks to pull down and
2 candidates to use as needed and for refresher courses.

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

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

13 Individual technical development remains
14 our major challenge for player development.

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

22 If we're going to move to be competitive
23 with the top five teams in the world, we need to
24 continue improving our technical development, and this
25 starts at the eight- to ten-year-old level.

1 Our wonderful youth leaders must also
2 address other ongoing issues, such as team winning
3 versus individual player development. Providing the
4 appropriate level and number of competitions, it is
5 well known today that many, many programs are
6 providing more than 100 games for kids to play.

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

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

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

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

24 This spring a new soccer-specific stadium
25 will open in Frisco, as we talked about last night.

1 This represents a partnership between the Hunts Sports
2 Group; FC Dallas; the City of Frisco; U.S. Soccer;
3 U.S. Youth Soccer; and John Suthers, North Texas State
4 Soccer Association.

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

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

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

24 This was clearly evident several months
25 ago when the National Training Center at Home Depot

1 Center in Carson received the FIFA Centennial Order of
2 Merit, a special distinction for what that facility
3 has already done for our sport and our country in only
4 two short years.

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

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

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

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

23 Our referee program was also rewarded with
24 long-time official Kevin Stott was being honored by
25 FIFA as one of the 46 international referees selected

1 to compete for one of the 30 refereeing positions for
2 the FIFA 2006 World Cup in Germany.

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

6 Currently, U.S. Soccer has more than
7 140,000 registered officials with 23 serving as FIFA
8 international referees. Our national instructor
9 course continues to be a model for the rest of the
10 world, and of course, our grassroots program, which is
11 administered by our national state associations,
12 remains the foundation of it all.

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

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

25 Our organization is open to any other

1 organization who wishes to work together with us to
2 conduct unbiased, controlled studies and any other
3 kind of medical research which may improve player
4 safety.

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

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

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

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

25 The additional challenge of us was to

1 educate our players, the press, and the public, that
2 unlike the National Basketball Association, the
3 National Hockey League, Major League Baseball, or the
4 NFL, that this Federation is a mission-based,
5 501(c)(3), not-for-profit corporation that is required
6 to invest in programming for all levels of the sport,
7 and whose shareholders and owners are its members;
8 you, not private investors.

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

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

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

25 CMG stressed the need to change from a

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

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

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

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

24 In the future, our board may initiate
25 other task forces after the USOC summit next month.

1 Our goal will be to have any restructuring
2 plans in place by the next AGM. To accomplish this,
3 we will need open collaboration and a willingness to
4 change our culture that has been with us for almost
5 100 years. This won't be easy, but it will need to be
6 done if we're to continue on a road to excellence.

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

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

19 Thank you all for what you do for the
20 game.

21 (Applause.)

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

25 MR. FLYNN: Thank you, Bob.

1 As we look to '05, we will continue to
2 execute on Phase 4 of our business plan and be as
3 efficient as possible, so we can devote the
4 significant resources to player development and
5 facility development.

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

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

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

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

25 You will see some about the Trinidad game

1 and then Mexico preparation.

2 (Video shown.)

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

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

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

18 Additionally, we are formalizing the
19 director of coaching education position with Bob
20 Jenkins, and the role is designed to lead and guide
21 the coaching education policies of U.S. Soccer, which
22 includes curriculum and course development and
23 writing, instructional policies and standard, our
24 measurement standards within our courses, and
25 development of U.S. Soccer position papers.

1 As Bob mentioned, we do have the E and D
2 manuals now posted on our web, and we will continue to
3 put the other information on our web site in the near
4 future.

5 In terms of referees, very quickly, the
6 registration process is well under way. We have
7 88,000 -- as of March 11th, 88,000 forms received.
8 We're about 87, 88 percent of the way through that.

9 Additionally, we are developing on-line
10 registration systems. We will be tested by several
11 states in the referee committees before a larger
12 launch. The target date for that testing is this
13 summer.

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

20 The first step was the AGM registration
21 on-line. We will continue to bring other functions
22 on-line that will allow members and fans to service
23 their needs. Coaching school registration, referee
24 registration, our e-mail list development, event
25 tickets, you will be able to get on-line, all of those

1 types of things with the goal of servicing the soccer
2 community better.

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

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

9 Thank you.

10 (Applause.)

11 PRESIDENT CONTIGUGLIA: Sunil.

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

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

1 We've got five life members over there.

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

5 Thank you.

6 (Applause.)

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

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

11 MR. RUBENSTEIN: It was before you were
12 born.

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

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

21 Two comments about that and the progress,
22 and I'm referring, obviously, to the youth issues.
23 One is what we basically did was prevent a known goal.
24 We didn't score three, we didn't win any games, we
25 just started the process, and it's going to take a lot

1 more to get that process to the other end of the
2 field, so let's keep working at that, but maybe more
3 importantly, let's keep the whole thing in
4 perspective. We didn't come up all the way to save
5 Social Security, which I'm increasingly thinking more
6 about at a personal level now, not as quickly as Sal
7 and Howard again, but starting to think about that.
8 We didn't do anything for the tsunami victims. So we
9 made a little progress on how we can all get along to
10 allow kids to play under whatever set of rules, just
11 keep that in perspective.

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

25 The point is we got to continue to reach

1 out and get more different people involved from
2 different walks of life. Bob obviously touched on
3 that last night with a couple of important awards. We
4 have to keep working at that.

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

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

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

24 Keep at it. Thank you.

25 (Applause.)

1 PRESIDENT CONTIGUGLIA: Well said.

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

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

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

8 PRESIDENT CONTIGUGLIA: You don't have any
9 comments.

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

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

13 (Applause.)

14 PRESIDENT CONTIGUGLIA: That's okay.
15 New business.

16 We have a budget.

17 David, where are you? Come on down.
18 Every year our budgeting process gets better and
19 better, and David gets mellower and mellower.

20 MR. GOAZIOU: Not true.

21 MR. ELDRIDGE: Thank you, Bob.

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

1 integral part of this.

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

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

8 UNIDENTIFIED SPEAKER: Move to accept.

9 MR. ELDRIDGE: Can I have a second?

10 UNIDENTIFIED SPEAKER: Second.

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

13 MR. BLACK: Call the question.

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

19 UNIDENTIFIED SPEAKER: Absolutely.

20 (Applause.)

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

25 MR. ELDRIDGE: Thank you.

1 PRESIDENT CONTIGUGLIA: We now have
2 election of Foundation board members, and I will ask
3 if there were nominations from the floor.

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

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

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

19 He has assumed the helm of the Foundation,
20 has maintained a calming and steady influence over the
21 years he has sat on it. The Foundation is his sole
22 focus, it is his sole focus in the national soccer
23 body. He's one of the best guys you could ever hope
24 to meet in soccer, and I would strongly encourage you
25 to maintain him in his position on the Foundation

1 board.

2 PRESIDENT CONTIGUGLIA: Name of Jim
3 Hamilton. Is there another -- Brad Hays, excuse me.

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

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

11 Are there any other nominations? Are
12 there any other nominations?

13 UNIDENTIFIED SPEAKER: Move the
14 nominations --

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

18 (Applause.)

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

22 I am going to risk chairing this part of
23 the meeting. I have never done this before, but I
24 think I might be able to facilitate and help things
25 move forward.

1 First of all, let me explain to you an
2 issue that has occurred regarding some technical
3 matters within the bylaws, because there are some
4 bylaws that are listed as presented by a governance
5 task force or someone else, and there's a tremendous
6 amount of confusion over that. Let me explain what
7 happened.

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

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

23 When the Rules Committee wrote down the
24 presenters of various bylaws here, they wrote
25 governance task force at my suggestion, because I felt

1 that the consensus of the governance task force was
2 probably more in favor of some of these than less, not
3 that it was unanimous, and I think that's led to some
4 confusion.

5 At any rate, the bylaws, as presented, are
6 legal, and the only technicality is the name on the
7 top. So you can accept it however you wish, but
8 that's how we got to be where it is. So there's
9 nothing illegal or irregular, it just got there
10 through an awkward process. Are there any questions
11 regarding that? If not, we will move forward.

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

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

22 And is there a motion to accept this bylaw
23 change?

24 UNIDENTIFIED SPEAKER: So move.

25 UNIDENTIFIED SPEAKER: Seconded.

1 PRESIDENT CONTIGUGLIA: And it is
2 seconded. Is there any discussion, for or against?
3 Okay. If there's no discussion, I will ask -- sorry.

4 MR. FRISOLI: Larry Frisoli from
5 Massachusetts.

6 I have 10,000 players. The youth of
7 Massachusetts have hundreds of thousands. I think, as
8 is currently worded, when it says recruiting players,
9 we could be considered to be recruiting players.

10 My concern is from a liability standpoint,
11 and I will give you a classic example.

12 Let's say there's a 12-year-old kid that's
13 been in and out of court five times, and he's allowed
14 to play the youth soccer program, and he slugs someone
15 else, I have no idea how the youth soccer association
16 in my state would have the ability to know that
17 person's propensity for violence, while at the exact
18 same time, at the adult level, I would have the
19 ability to know that person's propensity for violence.
20 And under the current wording, I'm concerned it places
21 a legal obligation on my association to determine the
22 propensity for violence for people who may decide to
23 play in one of my leagues, and I don't want to be sued
24 for that. So on that basis, I oppose the amendment.

25 PRESIDENT CONTIGUGLIA: Any other

1 comments? We'll vote on the amendments.

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

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

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

12 MR. KEPNER: Vote now. Five.

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

15 It looks like it passes.

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

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

20 USA 1, Denmark nothing.

21 UNIDENTIFIED SPEAKER: Dr. Bob, it's
22 2-0 now -- it's 3-0 now. Kristine Lilly just scored.

23 PRESIDENT CONTIGUGLIA: 3-0?

24 Okay. Well, I give you permission to step
25 up and give the score. 3-0. Well, our MatchTracker

1 is slower than their MatchTracker, obviously.

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

4 PRESIDENT CONTIGUGLIA: Okay. On Page 4
5 of your rule book is Bylaw 212.

6 I recognize David Messersmith for an
7 amendment.

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

10 PRESIDENT CONTIGUGLIA: I'm sorry. What?
11 Technically we don't, but we have a motion to accept
12 212 as admitted. Now David will present a
13 substitution amendment.

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

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

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

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

1 David.

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

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

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

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

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

20 In addition to what we have here as
21 amendments, discussions were also held this weekend,
22 and an agreement was reached, on further definition of
23 what the terms such as open and interplay mean, and we
24 agreed that we will have a policy coming out shortly
25 from the Federation that would define those terms and

1 also help us in defining what open interplay and those
2 terms mean as we go forward.

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

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

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

24 PRESIDENT CONTIGUGLIA: Thank you, David.

25 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

1 amendments as presented here.

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

5 (Motion passed.)

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

8 MR. KEPNER: Voting will begin.

9 MR. COLLINS: Bob, this is on 213?

10 PRESIDENT CONTIGUGLIA: Yes.

11 MR. COLLINS: We approved what just went
12 in?

13 PRESIDENT CONTIGUGLIA: We approved the
14 substitute amendment, John.

15 Are you a delegate?

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

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

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

25 MR. KEPNER: Continue voting.

1 Six.

2 Voting stops.

3 PRESIDENT CONTIGUGLIA: It passes.

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

9 I want to say this very, very clearly.

10 These are not personal issues for me.
11 It's for what you want to do as an organization.

12 So look at it and determine what you
13 consider is the right thing to do for this Federation
14 and how you want to go forward.

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

20 MS. MADRIAGO: So move.

21 PRESIDENT CONTIGUGLIA: There's a motion.
22 Is there a second?

23 UNIDENTIFIED SPEAKER: Second.

24 PRESIDENT CONTIGUGLIA: Is there any
25 discussion?

1 Okay. We will move the question. Bob.

2 MR. KEPNER: Voting will begin.

3 Five.

4 Voting stops.

5 PRESIDENT CONTIGUGLIA: It fails.

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

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

13 MR. KEPNER: Voting will begin.

14 Counting starts.

15 Voting ends.

16 PRESIDENT CONTIGUGLIA: It fails.

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

23 And so let's move this question on Bylaw
24 401. Is there any discussion? Anyone wish to make a
25 comment?

1 If not, let's go, Bob.

2 MR. KEPNER: Voting will begin.

3 Counting begins.

4 Voting ends.

5 PRESIDENT CONTIGUGLIA: This fails as
6 well.

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

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

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

25 Steve Flamhaft, comment.

1 MR. FLAMHAFT: I oppose this rule change.

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

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

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

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

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

23 I think I understand the purposes of the
24 drafters of this proposal and what they are attempting
25 to accomplish. I respect them for their efforts, and

1 their attempt to clarify their position.

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

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

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

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

24 Ask the families about the sacrifices they
25 made and whether they will all be in vain.

1 Concluding, I suggest that we add rather
2 than subtract from the role of the president.

3 Thank you.

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

7 MR. GULATI: Seeing no other comments --

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

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

25 One of the problems that gets created when

1 you have an elected official as the CEO, is that
2 unfortunately politics can become an issue or a
3 problem in how decision-making is made. And you don't
4 want to do that in an organization that is a modern
5 operating organization.

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

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

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

22 PRESIDENT CONTIGUGLIA: Yeah.

23 MR. ABBOTT: Bob Abbott from Louisiana
24 Soccer. The Rules Committee had recommended some
25 changes. Would you comment on the changes, since this

1 is your proposal?

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

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

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

8 Any other --

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

10 MR. GREGORY: Same comment.

11 PRESIDENT CONTIGUGLIA: Mr. Goaziou.

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

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

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

24 Mr. Kepner.

25 MR. KEPNER: Voting will begin.

1 Counting begins.

2 Voting ends.

3 MR. GULATI: Dr. Contiguglia, it passes.

4 PRESIDENT CONTIGUGLIA: Thank you.

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

7 John.

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

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

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

23 UNIDENTIFIED SPEAKER: Repeat that
24 addition, please.

25 MR. BOUDA: Yes, I will be happy to.

1 It's now been posted up on the screen.

2 Thank you very much for whoever is doing that.

3 We want to make it very clear what the
4 emeritus grade referee 15 means, and it means who
5 retired from an active referee Grade 5 after a minimum
6 of three years at that grade. Okay.

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

11 PRESIDENT CONTIGUGLIA: Are we all set?

12 MR. BOUDA: That is correct. Someone has
13 asked me to read it, and the bylaw change would be:
14 Any individual holding one of the following positions:
15 Referee Grade 5 or superior; emeritus referee Grade 15
16 or superior who retired from active referee Grade 5
17 after a minimum of three years at that grade; state
18 referee administrator, the SRA; or the state youth
19 referee administrator, SYRA.

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

24 So again, I apologize for the confusion at
25 the office. This is the unanimous recommendation of

1 the National Referee Committee.

2 Dr. Bob.

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

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

7 MR. KEPNER: Voting will begin.

8 Counting begins.

9 Voting ends.

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

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

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

21 Yesterday, at the Board of Directors
22 meeting, they voted just about unanimously to
23 recommend accepting the one on Page 34. So I'm going
24 to put that on the floor first, and skip the previous
25 ones, because if this passes, then the other one will

1 not be put on the floor.

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

6 Is there any discussion regarding this
7 bylaw recommendation or proposal?

8 If not, we will move the question. Bob.

9 MR. KEPNER: Voting will begin.

10 Counting will begin.

11 Voting ends.

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

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

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

19 Moving along.

20 UNIDENTIFIED SPEAKER: What is two-thirds?

21 MR. GULATI: It needs 513.

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

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

1 two-thirds.

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

4 MR. KEPNER: Bob, it's of the votes cast.
5 So of the votes cast, 647 was needed so it does not
6 reach a two-thirds majority.

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

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

12 Bob, are you with us?

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

15 PRESIDENT CONTIGUGLIA: It passes.

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

18 PRESIDENT CONTIGUGLIA: The bylaw passes.
19 We will withdraw the other two, and let's move on, and
20 I am withdrawing the ones that start on Page 29.

21 Now we are moving to policies.

22 My boss tells me that there are a total of
23 nine policy amendments, four that you have as the
24 handout and five that are in the book. And what we
25 would like to do is take them collectively, unless

1 someone feels they want to discuss one by one --

2 MR. ZANGRILLI: One by one.

3 PRESIDENT CONTIGUGLIA: -- or
4 particularly.

5 MR. ZANGRILLI: One by one.

6 PRESIDENT CONTIGUGLIA: Who said that?

7 MR. ZANGRILLI: (Nod of head.)

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

11 MR. ZANGRILLI: One on Page 6.

12 PRESIDENT CONTIGUGLIA: This is Page 6 of
13 the handout.

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

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

21 Is there any discussion?

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

25 (Motion passes.)

1 PRESIDENT CONTIGUGLIA: Moving on, on
2 Page 3 of that same section, it is changing assistant
3 referee to linesman.

4 Is there anyone who wishes to discuss
5 this?

6 If not, I will move the question and ask
7 for a voice vote. All in favor, please say aye?
8 Opposed? Thank you.

9 (Motion passes.)

10 PRESIDENT CONTIGUGLIA: Moving along on
11 Page 4, 531-8, this is about changing language to
12 Referee Committee or state referee administrator, if
13 there is no Referee Committee.

14 Is there any discussion on this one?

15 If not, we move the question. All in
16 favor, please say aye? Opposed? Thank you.

17 (Motion passes.)

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

22 UNIDENTIFIED SPEAKER: No, no.

23 PRESIDENT CONTIGUGLIA: Okay. There was a
24 minority no.

25 MR. ABBOTT: On the first one.

1 PRESIDENT CONTIGUGLIA: On the first,
2 right.

3 On 531-9, Page 5, a typing change from
4 "and" to "or." Is there any discussion on this one?

5 If not, we will move the matter. All in
6 favor, please say aye? Opposed?

7 (Motion passed.)

8 PRESIDENT CONTIGUGLIA: It passes
9 unanimously.

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

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

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

24 This seems fundamentally at cross-purposes
25 with me to offer advice on fulfilling my obligations

1 to the organization by assigning for somebody who's
2 not in the organization. This doesn't make any sense
3 to me that I should have in my ethical standards to be
4 a member, providing you advice on how to undercut the
5 membership of the own organization that certified you.

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

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

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

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

20 UNIDENTIFIED SPEAKER: They should.

21 MR. MC CORMICK: Well, they're independent
22 contractors, as has been explained to the Referee
23 Committee by staff counsel. Whether or not they do,
24 what I'm saying is from a practical standpoint, a lot
25 of assignors assign unaffiliated games, and they are

1 putting out assignment lists that don't specifically
2 say which games are affiliated and which ones aren't,
3 and we want to make sure that our referees know when
4 there is an unaffiliated game assignment given them,
5 so they know they're not going to be covered by our
6 insurance and everything else.

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

12 MR. FALCONE: Mr. Chairman, I would like
13 to propose an amendment to this policy. I do have it
14 written so I will read it first, and then I will
15 submit it to you. It will be a new Number 11.

16 Number 11 will state: I will give
17 priority to the United States Soccer Federation-
18 affiliated matches when assigning games. Number 11
19 then becomes Number 12, Number 12 then becomes
20 Number 13.

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

23 His proposal is a new Number 11. I have a
24 message from on high. The Referee Committee will
25 accept the amendment as proposed.

1 MR. FALCONE: I would like to explain my
2 rationale. By giving priority to our matches, it does
3 create a burden to the assignor, and I say so be it.
4 If the assignor can't give us priority and we're going
5 to certify that person, then we don't need that person
6 to be our assignor.

7 (Applause.)

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

14 Let's move the question on Mr. --

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

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

24 PRESIDENT CONTIGUGLIA: I don't think that
25 addresses Tony's amendment.

1 Tony's amendment is a new Number 11, which
2 you will give priority to USSF-affiliated matches when
3 assigning games. That's the amendment that's on the
4 floor.

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

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

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

14 The ayes have it. It only takes
15 50 percent.

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

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

23 MR. LATIMER: Dave Latimer from West
24 Virginia.

25 On what's Number 12, when assigning

1 unaffiliated games, I must notify the referee,
2 et cetera, change "when" to "if." It's a minor thing,
3 but --

4 PRESIDENT CONTIGUGLIA: Does the Referee
5 Committee accept that?

6 MR. LATIMER: It should be a housekeeping
7 change.

8 PRESIDENT CONTIGUGLIA: It's accepted,
9 thank you.

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

12 (Motion passed.)

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

22 You are saying it is an unaffiliated game,
23 and I'm telling you that, and by the way, USSF policy
24 allows me to do that, and so now we're sanctioning it.
25 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 PRESIDENT CONTIGUGLIA: You are making a
5 motion to amend, which would delete 12? Is there a
6 second?

7 MS. MADRIAGO: Second.

8 PRESIDENT CONTIGUGLIA: Okay.

9 UNIDENTIFIED SPEAKER: Kristine Lilly
10 scored. 4-0.

11 PRESIDENT CONTIGUGLIA: Okay. First of
12 all, the score is important. What was it? 4-0.
13 Okay.

14 I am told by our parliamentarian that I
15 must respect the fact that if we want to delete this,
16 before we delete Number 12 in that motion, we must ask
17 if anyone would like to change it before we delete it?
18 We have a gentleman who wishes to change -- two
19 gentlemen which wish to change it, before we delete
20 it.

21 So I'm going to recognize an amendment to
22 change before I accept the amendment to delete; that's
23 what I'm told is the rule.

24 MR. FRISOLI: Massachusetts is proposing
25 that we amend Section 12 to read assignors shall not

1 assign unaffiliated games.

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

4 UNIDENTIFIED SPEAKER: Second.

5 PRESIDENT CONTIGUGLIA: There's a second.

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

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

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

17 MR. BLACK: Mr. Chairman.

18 PRESIDENT CONTIGUGLIA: One second,
19 please.

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

25 MR. FRISOLI: I understand, but the

1 realities are we fund all the administration of soccer
2 for all the unaffiliated part of soccer. We train the
3 referees. We spend the time and effort. We train the
4 assignors and spend the time and effort.

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

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

17 PRESIDENT CONTIGUGLIA: Is there anyone
18 who wants to speak against the motion to amend Number
19 12, which would say, shall not assign nonaffiliated
20 referees? Who wants to speak against the motion?
21 Sir.

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

24 The problem is some of the people that are
25 doing the assigning may also be doing assigning for

1 other organizations, which have nothing to do with our
2 organization. And the problem is some of these
3 referees will not know that that is what is going on,
4 so they need to be aware that these are unaffiliated
5 games that they're assigning now, not affiliated
6 games.

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

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

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

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

20 MR. BOUDA: Thank you, Bob. I can only
21 speak what happens in my state, and if an assignor
22 violates these codes of ethics, we remove them or
23 suspend them pending a hearing, and then if we find
24 that they have violated the code of ethics, the
25 suspension or a fine or whatever will be --

1 MR. BLACK: So violation by assigning
2 unaffiliated games could lead to that?

3 MR. BOUDA: Absolutely.

4 MR. BLACK: Thanks. Fantastic. Thank
5 you.

6 PRESIDENT CONTIGUGLIA: Okay. Bruno.

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

9 PRESIDENT CONTIGUGLIA: Yes, we do.

10 MR. TRAPIKAS: Well, until that motion is
11 acted on, I support that motion. If that motion is
12 not adopted, then I have an additional motion.

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

18 Larry.

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

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

25 You have a right under the U.S.

1 Constitution, and most state constitutions, to go
2 where you want and do what you want, assuming you are
3 not violating the law.

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

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

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

20 (Applause.)

21 MR. FRISOLI: Mr. Chairman.

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

24 Okay. I will accept that.

25 MR. FRISOLI: And the reason, in talking

1 to Brooks, he is concerned, and I think rightly so,
2 that if we impose, you shall not, versus priority, it
3 may affect the ability of people assigning high school
4 games, which I don't want to do.

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

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

13 MR. TRAPIKAS: Dr. Bob.

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

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

20 PRESIDENT CONTIGUGLIA: Okay. I
21 apologize, Bruno.

22 MR. TRAPIKAS: In light of the discussion,
23 I would just like to suggest that we put this in a
24 slightly more positive bent rather than saying
25 "don't."

1 I suggest the following language to
2 substitute for Number 12: When assigning games, I
3 must notify the referee being assigned as to whether
4 the game is affiliated or is unaffiliated.

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

7 UNIDENTIFIED SPEAKER: Second.

8 PRESIDENT CONTIGUGLIA: It is seconded.

9 Is there any discussion regarding Bruno's
10 language?

11 John Collins.

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

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

24 I am told every league in the country does
25 it their own way. There is no standard agreement.

1 Now, we're addressing Bruno's language to
2 Number 12. Is there anyone who wishes to speak on it?

3 Hank, did you have your hand up?

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

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

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

18 Thank you very much.

19 (Applause.)

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

22 Bob.

23 MR. ABBOTT: I'm Bob Abbott, Louisiana. I
24 think you are right back to talking about unaffiliated
25 games and assigning unaffiliated games. I don't have

1 any problem with an assignor who is assigning for a
2 high school association saying, I want you to go to a
3 high school game, and he uses these high school
4 referee lists, which is a separate list. Some of
5 those people don't ever do our affiliated games. Most
6 of them do, but if that's the hat he puts on, but when
7 he's -- you know, when somebody contacts him as an
8 assignor and he knows it's not an affiliated league,
9 he needs to decline and say, "I'm sorry, I can't
10 assign for that league."

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

14 PRESIDENT CONTIGUGLIA: Do you have
15 comments regarding substitute 12?

16 Then I will recognize Bruno.

17 MR. TRAPIKAS: I just have one additional
18 quick comment. Yes, I would favor removal, perhaps,
19 not voting on this at all; however, if we do end up
20 with language, I suggest that -- what I proposed was a
21 little more positive rather than only addressing
22 unaffiliated games. Therefore, I would urge adoption
23 of this substitute and then making the decision as to
24 whether it should be in there in the first place or
25 not.

1 PRESIDENT CONTIGUGLIA: Okay. I'm going
2 to move the question on substitute 12.

3 Mavis.

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

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

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

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

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

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

24 MR. MONACO: Point of order.

25 Point of order. Motion to table is not in

1 order.

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

5 MR. MONACO: A motion to table is not in
6 order, because this is not an emergency situation.

7 PRESIDENT CONTIGUGLIA: His comment is a
8 motion to table is not in order, because this is not
9 an emergency situation, and our parliamentarian shakes
10 his head yes, so I rule that that motion is out of
11 order. So let's continue with the business.

12 MS. DERFLINGER: Then I would like to make
13 a substitute motion.

14 PRESIDENT CONTIGUGLIA: Then you may make
15 a substitute motion. Isn't this great?

16 MS. DERFLINGER: I move to refer this
17 whole thing back to the Referee Committee.

18 PRESIDENT CONTIGUGLIA: There's a motion
19 to refer this back to the Referee Committee.

20 UNIDENTIFIED SPEAKER: Second.

21 PRESIDENT CONTIGUGLIA: It's seconded.
22 Now, is there discussion on that motion?

23 UNIDENTIFIED SPEAKER: That was on the
24 floor already.

25 PRESIDENT CONTIGUGLIA: The motion is to

1 refer the entire amendment to the --

2 (Floor discussion.)

3 PRESIDENT CONTIGUGLIA: We need to
4 conference here. This is very complicated.

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

10 MS. DERFLINGER: No.

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

14 MS. DERFLINGER: My motion takes
15 precedence.

16 (Multiple floor discussions.)

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

19 UNIDENTIFIED SPEAKER: Point of order.

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

22 PRESIDENT CONTIGUGLIA: Me too.

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

25 PRESIDENT CONTIGUGLIA: Yes.

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

7 PRESIDENT CONTIGUGLIA: But they could
8 modify it.

9 Rather than me going through an
10 intermediary here ...

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

16 It remains in effect.

17 The only way to keep it from being in
18 effect, as a whole policy, which is a possibility,
19 would be to reject it and to recommend that the
20 Referee Committee bring it back next year with an --
21 as a revised version, or bring it back to the board
22 with a revised version, and I think, as soon as we
23 formally handle the -- the amendment to Subsection 12,
24 one way or another that has to be disposed of before
25 you can deal with the policy as a whole.

1 It may be that the maker of the current
2 amendment may wish to withdraw his current amendment,
3 in light of the possibility that the whole thing may
4 be referred back to the committee, but we have to
5 proceed one step at a time.

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

10 MR. MALAMUT: That's right.

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

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

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

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

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

24 PRESIDENT CONTIGUGLIA: That's acceptable
25 by the Referee Committee, so --

1 MR. RUBENSTEIN: Dr. Bob.

2 PRESIDENT CONTIGUGLIA: -- what I'm going
3 to try to do is get us to vote on the removal of 12
4 altogether, and then vote on the whole policy.

5 Do you have a problem with that?

6 MR. RUBENSTEIN: I would like to do 12 and
7 13 together and delete them both.

8 There is no 11 anymore. There's a new 11,
9 but I would like to delete the old 11, which became
10 12, and the old 12, which became 13.

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

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

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

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

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

24 This is a great discussion, because
25 this -- these things affect us day to day.

1 Let's deal with it now, really. We can
2 deal with it, and I have a proposed substitute.

3 I know. I know. Whether -- if we say it
4 this way --

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

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

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

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

24 PRESIDENT CONTIGUGLIA: Is there a second
25 to this motion?

1 MR. RUBENSTEIN: Dr. Bob, based on
2 parliamentary decision and your previous rulings, you
3 have to vote on Mr. Abbott's motion first.

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

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

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

11 Is there any discussion regarding Jim's?
12 If not, I will move the question on
13 Jim's motion.

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

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

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

24 UNIDENTIFIED SPEAKER: Dr. Bob, may I add
25 one thing?

1 PRESIDENT CONTIGUGLIA: Wait a minute.

2 Wait a minute. Please. John.

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

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

14 Bruno.

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

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

24 I withdrew that motion in the interest of
25 this being referred back to committee.

1 If, in fact, something is going to pass,
2 and this passes, I will bring back my motion, because
3 I do believe that this does not cover those loophole
4 areas.

5 PRESIDENT CONTIGUGLIA: Jim, I will let
6 you speak.

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

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

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

23 PRESIDENT CONTIGUGLIA: I think you are
24 out of order because you are not addressing the
25 motion. I'm going to move the question.

1 The question on the floor is Number 13,
2 which is Jim Sadowski's substitute -- no, 12,
3 substitute 12, I apologize, and that wording is: I
4 must notify the referee whether or not the assigned
5 game is an affiliated match. This is the only thing
6 you are voting on at this time.

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

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

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

14 Bob.

15 MR. KEPNER: Voting will begin.

16 Counting begins.

17 Voting ends.

18 PRESIDENT CONTIGUGLIA: The substitute
19 amendment passes.

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

22 MR. TRAPIKAS: What was just adopted, I
23 move the inclusion of the language: I must notify the
24 referee whether or not the assigned game is an
25 affiliated or an unaffiliated match.

1 UNIDENTIFIED SPEAKER: No, no, no.

2 MR. TRAPIKAS: I withdraw it then.

3 PRESIDENT CONTIGUGLIA: Okay. He withdrew
4 it. Okay.

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

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

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

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

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

21 MR. KEPNER: Voting will begin.

22 Counting begins.

23 Voting ends.

24 PRESIDENT CONTIGUGLIA: The motion to
25 delete passes.

1 Now we are on the main policy, which would
2 mean the same policy with only Number 10 and 11 added.
3 I'm going to move the question, affirming Numbers --
4 the policy with 10 and 11 added.

5 Bob.

6 Excuse me, 11; 10 is good.

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

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

12 PRESIDENT CONTIGUGLIA: Okay. Please
13 revote.

14 MR. KEPNER: Begin voting.

15 Counting begins.

16 Voting ends.

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

19 Please go to this sheet, which talks about
20 other opposed -- proposed, yes, proposed amendments.

21 John Bouda has a comment while I organize
22 myself.

23 MR. BOUDA: I just want to thank everyone
24 for their involvement in this. The intent was to
25 protect the referees, especially the young referees,

1 that don't get told that they're getting assigned to
2 outlaw or unaffiliated leagues, and I appreciate any
3 comments that any of you have as to how you can word
4 it to protect the USSF matches that we want to have
5 covered and protect the referees.

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

10 Thank you.

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

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

21 The Grievance Committee one is withdrawn
22 because of the bylaw that was passed regarding outside
23 adjudication. So what I'm going to do is ask for a
24 package approval, if that's okay with you, and that
25 would require a two-thirds vote because this is new

1 legislation.

2 MR. MALAMUT: It takes a two-thirds vote
3 to make any changes.

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

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

12 Is there a motion to --

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

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

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

21 PRESIDENT CONTIGUGLIA: Correct.

22 Any other questions?

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

1 vote by machine here?

2 Let's try a voice vote. All in favor,
3 please say aye? Opposed?

4 (Vote passes.)

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

7 UNIDENTIFIED SPEAKER: The score is final,
8 Dr. Bob.

9 PRESIDENT CONTIGUGLIA: 5-0?

10 UNIDENTIFIED SPEAKER: 4-0.

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

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

17 MR. EDWARDS: Mike Edwards, chair of the
18 Adult Committee and the U.S. Adult Soccer Association.
19 Yesterday during our council meeting, we handed out
20 some of the most prestigious awards known to the world
21 of soccer, that would be the Daytime Mikey Awards,
22 which are granted solely on my irrational behavior to
23 people who have contributed to the advancement of
24 adult soccer in the universe.

25 Two of the awards we did not distribute

1 because the distinguished recipients weren't available
2 at the time, so much like the technical Oscars, Dan
3 Flynn's was awarded prior to us going on ESPN this
4 morning with this meeting. You all don't know you
5 were on TV because you are here, except for the guy
6 with the computer.

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

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

14 (Applause.)

15 MR. EDWARDS: The second Daytime Mikey, a
16 couple years ago we began the process of relocating
17 our office from North Bergen, New Jersey, to Lawrence,
18 Indiana. And we -- because city government is
19 involved -- and I know this is going to shock you, I
20 am glad you are all sitting down -- because the city
21 government is involved, things have not gone quite as
22 smoothly and as quickly as we were told they would
23 when they bid, but they are moving and have approved
24 the new super complex, which will be the new USASA
25 offices, among other things, and that is in no small

1 part due to the heroic efforts of Larry Harmon, who,
2 as the mayor reminds us when we meet with them,
3 Lawrence, Indiana, was not named after Larry Harmon.
4 Larry Harmon does not know that, so don't tell him.

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

7 (Applause.)

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

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

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

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

24 (Applause.)

25 MR. PAYNE: I want to add something to a

1 subject Bob touched on in his speech, and it's
2 probably a bit presumptuous for me to do this with
3 Linda and Amanda in the room, but I wanted to ask
4 everybody to recognize the contributions that April
5 Heinrichs has made to the United States Soccer
6 Federation.

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

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

24 So I would ask everyone to please give a
25 round of applause to April Heinrichs.

1 (Applause.)

2 PRESIDENT CONTIGUGLIA: Don Garber.

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

15 (Applause.)

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

18 MS. GREGG: On behalf of WSI, which is the
19 women's soccer initiative that's working hard with a
20 lot of you guys and the Federation and the Foundation,
21 to bring back women's professional soccer. I would
22 like to thank the Federation and the Foundation for
23 your interim support, and it's very much needed, and
24 we appreciate it to help us get off the ground again.
25 Thank you.

1 MR. GREGORY: Fred Gregory, AYSO. I would
2 like to pick up on what Bill Goaziou said earlier. I
3 would like to thank Don Garber, the pros, the
4 athletes, Sunil, and others for helping to bring
5 together the youth on these amendments that were
6 passed today. Thank you.

7 PRESIDENT CONTIGUGLIA: Any other
8 comments?

9 Mavis.

10 MS. DERFLINGER: Someone asked earlier, I
11 think it was Sunil, how many people have been to 20 or
12 more of these conventions, I have.

13 When I first went to the conventions, the
14 youth got no vote. In fact, on many issues, the youth
15 were asked to leave the room. So it's a little bit
16 disturbing to me to come here, and when the
17 Credentials Committee roll call is made, several of
18 the youth states are not even represented.

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

24 (Applause.)

25 MR. GULATI: We should recognize one

1 person who passed away on Friday -- or Thursday, Dan
2 Van Voorhis, who was the owner of the Blackhawks and a
3 great contributor in Cal North in the APSL and then
4 the A league, a great supporter of all levels of
5 soccer, with his money, with his time, and he passed
6 away too quickly on Thursday. So Dan, we miss you,
7 and unfortunately we'll all see you at some point.

8 (Applause.)

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

11 Richard.

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

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

20 (Applause.)

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

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

25 Ten months ago -- and I talked to

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

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

10 (Applause.)

11 PRESIDENT CONTIGUGLIA: Anything else?

12 MR. DES BORDES: Can we adjourn?

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

16 Thank you all for coming. We're
17 adjourned.

18 (Adjourned at 10:51 a.m.)
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1 REPORTER'S CERTIFICATE.
2

3 I, DEBRA K. RESLING, Registered Merit Reporter,
4 appointed to take the meetings of the United States
5 Soccer Federation, do certify that the within
6 proceedings of the Annual General Meeting were taken
7 by me stenographically at the Hilton Hotel, Orlando,
8 Florida, on March 13, 2005, then reduced to
9 typewritten form consisting of 114 pages herein; that
10 the foregoing is a true transcript of the proceedings
11 had.
12
13

14 In witness hereof I have hereunto set my hand
15 this 24th day of March, 2005.
16
17

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

20 My commission expires February 28, 2009
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