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PROCEEDINGS

UNITED STATES SOCCER FEDERATION

85TH ANNUAL GENERAL MEETING

NATIONAL COUNCIL MEETING

Atlanta Hilton
Atlanta, Georgia

Friday, July 20, 2001
(8:15 a.m. - 1:05 p.m.)

Reported by Debra K. Resling, RMR, CRR

RESLING REPORTING SERVICES

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1 PRESIDENT CONTIGUGLIA: Okay. It's show
2 time. Good morning. Welcome to our Annual General
3 Meeting and welcome to Atlanta and the home of the
4 Atlanta Beat and WUSA and the Silverbacks. We're
5 going to head right into business, but first I would
6 like to make some introductions, some of our new
7 board members.

8 Tony DiCicco and Barbara Allen from WUSA,
9 welcome aboard, and Lauren Gregg. I would like to
10 ask everyone to stand for a moment of silence to
11 remember those members of U.S. Soccer that have
12 passed in the previous year, particularly past
13 President Werner Fricker and Elmer Ehlers.

14 (Moment of silence.)

15 Thank you. I might mention, at the end
16 of the meeting we will have some time to honor those
17 folks.

18 MR. FRISOLI: Mr. President.

19 PRESIDENT CONTIGUGLIA: Yes.

20 MR. FRISOLI: For the record and with all
21 due respect to you, sir, I would just like to note
22 that the association that I represent, the
23 Massachusetts State Soccer Association, objects to
24 conducting this meeting today before we have had an
25 opportunity to meet with the other members of the

1 USASA in the adult council meeting.

2 And I would also like the record to
3 reflect that I believe -- our association believes in
4 democracy, and I believe, on behalf of my elected
5 affiliates, that the opportunity for this meeting to
6 succeed democratically should happen only after both
7 the adult and the youth associations have had an
8 opportunity to meet ourselves. And by scheduling a
9 national meeting today before the adult and the youth
10 associations have had an opportunity to meet, which
11 will be tomorrow, denies us the opportunity to
12 collectively meet and intelligently discuss issues
13 that will occur today. Thank you.

14 PRESIDENT CONTIGUGLIA: Can you please
15 state your name, Larry, for the record?

16 MR. FRISOLI: Larry F-r-i-s-o-l-i.

17 PRESIDENT CONTIGUGLIA: Thank you. And I
18 will rule out of order any further comments. Those
19 belong in the good of the game and elsewhere in the
20 agenda.

21 Pledge of allegiance, please everyone
22 stand.

23 (Pledge of allegiance recited.)

24 PRESIDENT CONTIGUGLIA: I will ask John
25 Benazer to do the roll call and the credentials

1 committee report. John.

2 MR. BENANZER: Good morning. We will
3 start with the adult amateurs' council. I will let
4 you know we're doing a keypad voting again, so you
5 can see the keypads. It's very similar to last year.
6 The only difference -- we will have a little
7 demonstration before we start. The only difference
8 will be on the Foundation vote, which everybody knows
9 is noncumulative, that will take us a little bit of
10 time because of the equipment. We will be voting
11 three separate votes for those positions. And we
12 will place a vote for the first person, then we'll
13 calculate it, and we'll place a vote for the second,
14 calculate that, and for the third, and verifying each
15 time that no one votes more than one time for the
16 same person.

17 That's the objective.

18 We will start with Adult Council.

19 (The roll call being taken by Mr.

20 Benanzer; responses by members present.)

21 Q Alabama.

22 A Here.

23 Q Alaska. Arizona.

24 A Here.

25 Q Arkansas. California North.

1 A Here.

2 Q California South.

3 A Here.

4 Q Colorado.

5 A Here.

6 Q Connecticut.

7 A Here.

8 Q Eastern New York.

9 A Here.

10 Q Eastern Pennsylvania.

11 A Here.

12 Q Florida.

13 A Here.

14 Q Georgia.

15 A Here.

16 Q Hawaii.

17 A Here.

18 Q Idaho.

19 A Here.

20 Q Illinois.

21 A Here.

22 Q Indiana.

23 A Here.

24 Q Iowa.

25 A Here.

1 Q Kansas. Kentucky.
2 A Here.
3 Q Louisiana.
4 A Here.
5 Q Maryland.
6 A Here.
7 Q Massachusetts.
8 A Here.
9 Q Metro D.C. Virginia.
10 A Here.
11 Q Michigan.
12 A Here.
13 Q Minnesota.
14 A Here.
15 Q Mississippi.
16 A Here.
17 Q Missouri. Montana. Nevada.
18 A Here.
19 Q New Hampshire.
20 A Here.
21 Q New Jersey.
22 A Here.
23 Q New Mexico.
24 A Here.
25 Q North Carolina.

1 A Here.

2 Q North Texas.

3 A Here.

4 Q Ohio north.

5 A Here.

6 Q Oklahoma.

7 A Here.

8 Q Oregon.

9 A Here.

10 Q Pennsylvania West.

11 A Present.

12 Q Rhode Island.

13 A Here.

14 Q South Dakota. Southern Ohio.

15 A Here.

16 Q Tennessee.

17 A Here.

18 Q Texas South.

19 A Here.

20 Q Utah.

21 A Here.

22 Q Washington.

23 A Here.

24 Q West Virginia.

25 A Here.

1 Q Western New York.

2 A Here.

3 Q Wisconsin.

4 A Here.

5 Q Okay. I will go ahead and complete the

6 rest of the roll call, and we'll go back and find out

7 if the states that didn't respond are here.

8 Next is the Adult National Association?

9 A Here.

10 Q USASA affiliates, AYSO?

11 A Here.

12 Q USASA affiliates and the USL amateur

13 teams.

14 A Here.

15 Q The athletes council, Jeff Agoos.

16 A Here.

17 Q Briana Scurry.

18 A Here.

19 Q Marcelo Balboa.

20 A Here.

21 Q Chico Borja.

22 A Here.

23 Q Mark Dodd.

24 A Here.

25 Q Shannon MacMillian.

1 A Here.

2 Q Cindy Parlow.

3 A Here.

4 Q Christie Pearce.

5 A Here.

6 Q The youth council. Alabama.

7 A Here.

8 Q Alaska.

9 A Here.

10 Q Arizona.

11 A Here.

12 Q Arkansas.

13 A Here.

14 Q California North.

15 A Here.

16 Q California South.

17 A Here.

18 Q Colorado.

19 A Here.

20 Q Connecticut.

21 A Here.

22 Q Delaware.

23 A Here.

24 Q Eastern New York.

25 A Here.

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

1 A Here.

2 Q Massachusetts.

3 A Here.

4 Q Michigan.

5 A Here.

6 Q Minnesota.

7 A Here.

8 Q Mississippi.

9 A Here.

10 Q Missouri.

11 A Here.

12 Q Montana.

13 A Here.

14 Q Nebraska.

15 A Here.

16 Q Nevada.

17 A Here.

18 Q New Hampshire.

19 A Here.

20 Q New Jersey.

21 A Here.

22 Q New Mexico.

23 A Here.

24 Q New York West.

25 A Here.

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

1 A Here.

2 Q Vermont.

3 A Here.

4 Q Virginia.

5 A Here.

6 Q Washington. Washington.

7 A Here.

8 Q West Virginia.

9 A Here.

10 Q Wisconsin.

11 A Here.

12 Q Wyoming.

13 A Here.

14 Q American Youth Soccer Association.

15 A Here.

16 Q USYS National Association?

17 A Here.

18 Q AYSO National Association?

19 A Here.

20 Q And USYS for direct registration?

21 A Here.

22 Q Major League Soccer?

23 A Here.

24 Q Dan Courtemanche.

25 A Here.

1 Q Ivan Gazidis.
2 A Here.
3 Q Mark Noonan.
4 A Here.
5 Q Steven Hamilton.
6 A Here.
7 Q Nelson Rodriguez.
8 A Here.
9 Q David Wright.
10 A Here.
11 Q USL A-League Division 2, Tim Hoyt.
12 A Here.
13 Q John Latham.
14 A Here.
15 Q Division 3, Jenny McDonald.
16 A Here.
17 Q Jeanne MacPherson.
18 A Here.
19 Q The WUSA league, Marilyn Bjornsrud, is
20 Marilyn here? Joe Cummings.
21 A Here.
22 Q Christina Kenney. Susan Marenoff.
23 A Here.
24 Q Tom Meredith.
25 A Here.

1 Q Lynn Morgan.

2 A Here.

3 Q Our life members: Foster Perry.

4 A Here.

5 Q Mavis Derflinger.

6 A Here.

7 Q Hank desBordes.

8 A Here.

9 Q Gianfranco Borroni.

10 A Here.

11 Q Our other affiliate members, Soccer
12 Association for Youth.

13 A Here.

14 Q The Y league.

15 A Here.

16 Q The associate members, NSCAA.

17 A Here.

18 Q National Hall of Fame.

19 A Here.

20 Q Soccer in the Streets. Albert
21 Stokes.

22 And the Board of directors: Dr.
23 Contiguglia?

24 A Here.

25 Q Sunil Gulati.

1 A Here.

2 Q Bill Goaziou.

3 A Here.

4 Q Burton Haimés.

5 A Here.

6 Q Mary Harvey.

7 A Here.

8 Q Cameron Rast.

9 A Here.

10 Q Mike Edwards.

11 A Here.

12 Q MaryPat Bell.

13 A Here.

14 Q Marge Madriago.

15 A Here.

16 Q Brooks McCormick.

17 A Here.

18 Q Charles Robinson.

19 A Here.

20 Q Bruno Trapikas.

21 A Here.

22 Q Every year. Sorry, Bruno.

23 Wally Wallace.

24 A Here.

25 Q Or Wally Watson, I'm sorry.

1 A Here.

2 Q Peter Vermes.

3 A Here.

4 Q David Messersmith.

5 A Here.

6 Q David Burton.

7 A Here.

8 Q Chris Christofferson.

9 A Here.

10 Q Larry Harmon.

11 A Here.

12 Q Bob Palmeiro.

13 A Here.

14 Q Darl Rose.

15 A Here.

16 Q John Doyle.

17 A Here.

18 Q Don Garber.

19 A Here.

20 Q Barbara Allen.

21 A Here.

22 Q David Askinas.

23 A Here.

24 Q Tony DiCicco.

25 A Here.

1 Q Lauren Gregg.

2 A Here.

3 Q Francisco Marcos.

4 A Here.

5 Q Kevin Payne.

6 A Here.

7 Q Sandra Hunt.

8 A Here.

9 Q Jim Sheldon?

10 A Here.

11 MR. BENANZER: Okay. We will call once
12 again the amateurs that did not respond at the last
13 call. Alaska. Arkansas.

14 A Here.

15 Q Kansas. Missouri. Montana. South
16 Dakota?

17 MR. BENANZER: We had counted on
18 everybody that had registered to be here for the
19 adults. We have one, two, three, four, five state
20 associations that did not appear. We will count
21 those as abstentions in the vote unless there's a
22 comment or someone doesn't agree with that; with
23 that, that's my report. We have a total of 1,113
24 votes. Those are adjusted by the weighted votes.
25 That makes the majority vote 557, the two-thirds vote

1 will be 742. That's my report.

2 PRESIDENT CONTIGUGLIA: Thank you, John,
3 well done. The marvels of technology and we will see
4 how it all goes.

5 I would like to ask for a motion to
6 approve the AGM minutes as presented to you from last
7 year.

8 MR. GOAZIOU: So move.

9 PRESIDENT CONTIGUGLIA: Is there any
10 objection to the minutes as presented last year? If
11 not, they are accepted by consent of the body.

12 Under officers' reports, I do now have to
13 ask for adoption of the agenda, and under -- I would
14 like to add in item 13, which would be memorial
15 resolutions, for you to consider, and with that
16 change, I would like to ask for adoption of the
17 agenda.

18 UNIDENTIFIED SPEAKER: So move.

19 PRESIDENT CONTIGUGLIA: Any discussion or
20 objection?

21 UNIDENTIFIED SPEAKER: Where was the
22 agenda?

23 PRESIDENT CONTIGUGLIA: It's in the book
24 that's been sent to you. And there's one other
25 modification on the agenda. Under No. 9, our bylaws

1 state that the word "ratification" is inappropriate
2 and should be "affirmation." With those two changes,
3 are there any objections? If not, we accept the
4 agenda by consent.

5 Under reports of committees, you have in
6 your member book all of the reports of the
7 committees. I will give a verbal report, as well,
8 and then Dan Flynn will also give a report, so here
9 we go.

10 Our organization, U.S. Soccer is in great
11 shape, but we have so much more that we need to do.
12 We have just completed one of the most exciting and
13 productive years in our almost 90 years of existence.
14 Our successes, both on and off the field, are the
15 result of many years of hard work by all of you.
16 Together, we can all take pride in where we are as an
17 organization, and where soccer is going as a sport in
18 the United States.

19 Who would have "thunk" it that our men's
20 national team has 13 points with four games to go
21 before World Cup qualifying. Bruce Arena has done a
22 fabulous job with that team, and some of its members
23 are right here with Jeff Agoos. The United States
24 has shown we are one of the best teams in CONCACAV,
25 and more importantly, we have shown that our

1 homegrown players, who are playing in the MLS and who
2 are playing abroad, can play with the best in the
3 world.

4 I was privileged to attend the youth
5 world championships in Argentina. It is clear that
6 although we can play with the best, we are not at the
7 same level as the champions, Argentina, with their
8 high-priced and incredibly talented players.
9 Clearly, we have more work to do to develop players
10 between the ages of 17 and 20 years old, but
11 professional experience is a necessity to succeed.

12 We will have another opportunity to
13 measure ourselves against the best in the world when
14 John Ellinger takes our U-17 team to Trinidad and
15 Tobago next month to participate in the world
16 championships. And we wish them good luck and we
17 have great expectations for them.

18 On the women's side, we continue to
19 succeed, as well. Our women's national team has been
20 quiet for most of the year because of the launch of
21 WUSA. Recently, though, we have achieved a home
22 victory over an improved Canadian side, and April
23 Heinrichs is working hard to provide a mixture of new
24 young players with proven veteran stars. The Women's
25 under-21 national team is the current Nordic Cup

1 champion, and is defending that championship this
2 summer. The Women's U-19 champ team is preparing for
3 next year's first World Cup for Under-19-year-old
4 women, which will be held in Canada. Our most recent
5 result, an 11-to-1 win over our Canadian side,
6 indicates the tremendous strength of Tracy Leone's
7 team, and we are going to be -- we are going to do
8 another first. We will have the United States win
9 another first world championship.

10 We have to recognize that our successes
11 of the national teams are the direct result of our
12 strong youth programs and the existence of major
13 league soccer and now WUSA, the best women's league
14 in the world.

15 At this time, I would like to take a
16 moment to thank Barbara Allen, Tony, members of WUSA,
17 for a very successful inaugural start. Lauren, as
18 well, and just say thank you. You put on a great
19 show last night and it was good. The stadium was
20 decked out beautifully, and we appreciate what you
21 are doing for the game, because it's only building
22 our sport.

23 Our future stars and established stars,
24 like Tiffeny Milbret, Brandi Chastain, Shannon
25 MacMillian, Cindy Parlow, Christie Pearce, Briana

1 Scurry, are moving us forward. But there are also
2 young stars to look forward to, too, like Niki
3 Serlenga, Jamie Pagliarulo, Shannon Boxx, Heather
4 Mitts on the women's side, and then on the men's side
5 we have future stars such as Bobby Convey, DeMarcas
6 Beasley, Nelson Huddle, Santino Quaranta, and Landon
7 Donovan, and of course established stars like Marcelo
8 Balboa, Jeff Agoos over here.

9 So our future is very, very bright, but
10 we have a lot more to do. Serious player development
11 in traditional soccer countries begins at the ages of
12 8 to 10 years old through professional clubs and
13 trained coaches. The focus is on individual
14 technical development and tactical play. Our
15 national team coaches will tell us that the area most
16 needing attention at all levels of our game in the
17 United States is individual technical development
18 under high pressure.

19 This should begin at the entry level.
20 This year U.S. Soccer will make the development of
21 grass roots coaches and players a priority, with the
22 establishment of an integrated system for coach
23 education and player training that will include club,
24 state, national staff and all of our members.

25 The focus will be on how to best teach

1 young players the techniques and tactics of the game.
2 In addition to players needing to be playing -- in
3 addition, players need to be playing at the highest
4 level of competition appropriate to their ability,
5 with the most talented players playing at the
6 international level. The player development programs
7 in countries like France, England and Holland provide
8 competition with other countries as early as 13 years
9 old. Whenever possible, we must provide levels of
10 competition appropriate for our players' abilities,
11 and constantly challenge them to be as good as they
12 can be.

13 We still have more to do. Skillful
14 referees are required to raise the quality of our
15 game. The national referee program is one of the
16 strongest in the world, receiving accolades from
17 visitors to our national camps. Our national
18 referees are being requested to perform
19 internationally more than ever before, and they
20 receive the highest ratings in all competitions that
21 they attend.

22 Our service to the referee community
23 continues to improve by using technology more
24 efficiently in registration and in assignments. We
25 will continue to focus more resources on grass roots

1 referee education and service than ever before. We
2 believe strongly that we must focus on referee
3 development as we focus on player and coach
4 development.

5 And there's still more to do. Along with
6 coach and referee education, the biggest issue at the
7 local level is the need for more playing fields.
8 Support of local initiatives to build more fields is
9 one of the major goals of the U.S. Soccer Federation
10 Foundation. Since being established, the Foundation
11 has supported the building of over 5,000 fields
12 across the United States, and they're working with
13 Congress and the Environmental Protection Agency to
14 build more fields. I want to congratulate our
15 Foundation for doing such a great job, and we remain
16 committed to working with them to build soccer's
17 infrastructure.

18 And there's more to do. There are groups
19 from diverse cultures who are passionate about soccer
20 and who are not part of our federation. There are
21 Latinos, Asians, Eastern Europeans, and Africans, all
22 with rich soccer cultures, playing in programs and
23 leagues outside of our organization.

24 U.S. Soccer must seek ways to embrace
25 these people and bring them into our organization.

1 To this end, I will be appointing a task force on
2 inclusion to explore ways of bringing different
3 cultural groups into the soccer family. In addition,
4 we have to recognize that there are nonaffiliated,
5 nonethnic programs in the United States, such as the
6 high schools, which teach soccer and have a great
7 need for coaching education and player development.

8 I'm going to ask David Messersmith and
9 the youth council to explore ways where we can aid
10 high schools and nonaffiliated programs.

11 In addition, I'm going to give them the
12 challenge of looking into the issue of player
13 retention. As most of you know, 75 percent of our
14 participants drop out of soccer by the time they're
15 13 years old. We need to retain more of our players,
16 and that's the charge we're going to give to our
17 youth council.

18 We still have more to do. When we talk
19 about player development, we also must talk about
20 athlete safety and performance. Our U.S. Soccer
21 sports medicine committee is conducting two studies
22 that are critical for player development and safety.
23 The sports medicine committee, with Foundation
24 support, is doing research on heading and head
25 injury, as well as research on the prevention of ACL

1 injuries, the most common injury in women football
2 players, soccer players.

3 We are also working with the FIFA F-mark
4 group internationally to collect data on the
5 incidence of soccer injuries, and hopefully,
6 influence the laws of the games as we go forward to
7 further protect players.

8 Many of the findings of our research will
9 be presented at an international congress on sports
10 medicine and soccer to be held in Los Angeles in
11 March 2002. This will be co-hosted by FIFA, U.S.
12 Soccer, and the American Academy of Orthopedic
13 Surgeons.

14 U.S. Soccer is also a business. It's a
15 multi-million-dollar company, and with Dan Flynn's
16 management, a very successful one. We're fiscally
17 responsible, open, accountable and have followed the
18 principles of responsiveness, mutuality, and
19 efficiency. We generate our revenue through prudent
20 event management, principal contract negotiations,
21 product sales, sponsorships and strategic
22 partnerships with companies like Nike and IMG.

23 And earlier this year, we completed our
24 national team player contracts -- I think it was the
25 first ever that we ever completed within a cycle --

1 for both our men and our women. And you are all
2 aware that our women player contract is a historic
3 contract, in that there is now gender equity on the
4 appearance fee side between the men and the women.

5 (Applause.)

6 And with input from all of you over the
7 last year, U.S. Soccer has produced its first
8 strategic business plan ever. The plan outlines the
9 Federation's course over the next five years, and is
10 the template for moving us forward, and Dan will talk
11 about that a little bit more in his presentation.

12 And as you also know, we will be voting
13 on a fee increase today. That process has taken
14 almost two years, with input from everyone. As a
15 matter of fact, I have had people come up to me and
16 said, "Let's just do this, too much input," and other
17 people saying, "Not enough input." So I think it
18 must be just right where we are.

19 I believe the resolution that you have
20 before you to be fair and appropriate, and I thank
21 you all for your future consideration. I also want
22 to thank Bill Goaziou and the strategic input
23 committee for their role. They truly represented a
24 broad base of all of our members and truly worked
25 hard to come up with a solution that is a compromise

1 for all of us and represents the entire membership.

2 And let me make one thing very clear,
3 that this fee increase will go to organizational
4 requirements as outlined in our strategic business
5 plan. Any excess funds will be applied to programs
6 after presentation to the Board of Directors. We
7 will always continue to pursue additional revenue
8 generation from other sources, such as capital
9 campaigns, strategic partnerships, marketing,
10 sponsorship, event management, and event management
11 before considering any further fee increases.

12 I hope you have noticed that we have more
13 soccer on television than ever before. We can now
14 see home and away qualifying games, the first ever on
15 TV for our men's team. Our men and women's national
16 teams are on TV more than ever before. We will see
17 the U-20 and we will see the U-17 on TV, and the
18 Nike's Women's Cup in September will be televised.
19 MLS and WUSA games are regularly televised, and there
20 are recap shows, and we are using the successful Turn
21 Us On program and regularly posting schedules on our
22 web site to increase awareness and ratings. And I
23 want to urge all of you to vote at least once for the
24 MLS event of the week on ESPN Sports Center.

25 U.S. Soccer is also a service

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1 organization. Soccer House has devoted this past
2 year to improve services to our members. The
3 feedback I have gotten has been very positive,
4 particularly in the area of communication and
5 responsiveness. Any member from the U.S. Soccer
6 community can now go on-line and get daily
7 information about our teams, letters from national
8 team players, schedules, copies of documents, copies
9 of plans, minutes of meetings, and financial reports.
10 We also have the ability for our members to ask
11 questions on-line and get appropriate feedback.

12 That's only the tip of the iceberg. So
13 much more will be done to improve our communications
14 and technology to provide better services to you as
15 we go forward.

16 At this time, I want to thank general
17 secretary Dan Flynn and executive director -- excuse
18 me, and Deputy Executive Director Jay Berhalter and
19 our entire staff for doing a wonderful job this year.
20 These people have given new meaning to the word
21 "workaholic."

22 And I would like Dan and Jay and our
23 staff to stand and let's give them all a hand.

24 (Applause.)

25 PRESIDENT CONTIGUGLIA: But we have more

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1 to do. I just returned from the FIFA extraordinary
2 congress in Buenos Aires, Argentina, and as many of
3 you may know, the 2010 World Cup will go to an
4 African nation. I firmly believe that we need to
5 start preparing to apply for the World Cup in 2014,
6 and I believe it will be in the United States, so we
7 need to start thinking about that.

8 Also, every major soccer country in the
9 world has a national training center. The training
10 center becomes the focus for player development and a
11 facility to be proud of. It becomes an icon for your
12 organization. I am pleased to announce this
13 afternoon that U.S. Soccer is finalizing negotiations
14 with the Anschutz Entertainment Group and the U.S.
15 Soccer Federation Foundation to establish the U.S.
16 Soccer National Training Center at Cal State
17 University, Domingos Hills, which is just outside of
18 Los Angeles. This facility will be among the best,
19 if not the best in the world.

20 During Dan's report, he and Herb Giobbi
21 will fill you in on the details regarding the
22 training center.

23 So, ladies and gentlemen, you can see
24 that we have made great progress over this past year.
25 Thanks to all of you, U.S. Soccer is in great shape,

1 both on and off the field. We are well on our way to
2 becoming one of the finest sports organizations in
3 the world, and our players are on the way, if not
4 already, to be among the best in the world. And I
5 truly believe that together we can accomplish a great
6 deal more, and we can focus on winning the men's
7 World Cup and continuing dominance on the women's
8 side.

9 I truly believe that the best is yet to
10 come for all of us, and I thank you all for what you
11 do for our game.

12 (Applause.)

13 PRESIDENT CONTIGUGLIA: I will now ask
14 Dan Flynn to give us an overview from his perspective
15 of the year in review, and he and Herb Giobbi will
16 talk about the National Training Center. Dan.

17 MR. FLYNN: Thank you, Bob.

18 A little bit of I guess housekeeping.
19 There's a couple of people sitting behind Bob and
20 myself -- and John is now standing -- but John
21 Collins has officially left U.S. Soccer, but our new
22 general counsel that was announced to our board
23 yesterday is Allison, and I would like to ask Allison
24 Kocoras to please stand and just be recognized as our
25 new counsel.

1 Outside of Allison being an outstanding
2 attorney, she also played at University of Notre
3 Dame, so glad to have you, Allison, and look forward
4 to working with you.

5 In terms of where we're at, it's been a
6 little over -- just a little over a year since I came
7 on board, so we thought we would do just a little bit
8 of the year in review, and then touch on what we
9 think is one of the most exciting projects that U.S.
10 Soccer has undertaken in a long time.

11 The framework -- I'm just going to touch
12 on our business plan that was presented last year,
13 and give you an update as to where we're at with
14 that. It is updated on a continuing basis, and any
15 major updates then go to our boards.

16 I will give you a projected year end on
17 our financials is where we stand. I will give you a
18 little bit of an overview on our organizational
19 player development, touch on Federation services, our
20 events, touch on where we're at with some new
21 sponsors, and then we'll touch on, as well, the
22 National Training Center.

23 In terms of our business plan, we have
24 completed our organizational review. The budget has
25 been completely overhauled, and we now have a direct

1 cross-accounting system totally in place. The
2 implementation of a source and use of funds statement
3 is very, very valuable to us internally, I think as
4 well as to the board, so everybody understands the
5 source of our revenues and exactly where it's
6 expended. We have created areas of our operation
7 requirements, which is where the fee-changed dollars
8 will go, to recognize the services that are provided
9 to the constituents.

10 Our core competencies includes our
11 marketing and our national team programs, and the
12 restricted funding is for our player development
13 programs. We have levels of funding that I will
14 touch later on. We are only at the minimum level for
15 player development spending, and this is something
16 that as we look forward, we're going to have to find
17 ways to generate additional revenue to meet those
18 growing needs.

19 We also have developed internally goals
20 and objectives for the overall organization, and as
21 part of the overall fee change discussion, we worked
22 very closely with the strategic input committee,
23 chaired by Bill Goaziou, to look through every aspect
24 of our business, now and as we move forward.

25 In terms of our finances, very quickly,

RESLING REPORTING SERVICES

1 we started the year with a deficit budget that was
2 approved by the board of 2.2 million. We are
3 projecting to be break-even at \$300,000 surplus.
4 It's a \$2-1/2 million favorable swing, and there is
5 reasons for that that I will touch on in a moment.
6 But we are now, I think, in a position where we have
7 flattened out, we are turning the corner. We can lay
8 our plans out and have a model so we can move forward
9 in an efficient manner. We have also in the last
10 year secured a player development grant from the
11 Foundation that addresses how we can get beyond that
12 minimum level of funding for player development.

13 Organizationaly, we have 34 open
14 positions. It hasn't been fun. It's been difficult
15 at times, but we are determined, we're committed to
16 be efficient. It won't stay that way. We're going
17 to have to add some as we move forward, but the first
18 thing we had to do was address the core of our
19 business, which are people. We're had to lock in on
20 the people that we could, to take this organization
21 and move forward.

22 We have cut our travel 25 percent. The
23 salary freeze is still in effect. Nothing will be
24 done until after the fiscal year. We do have a
25 pension, but we have frozen the matching grant

1 component of our pension, and we have had the hiring
2 freeze, which will stay in effect for at least a
3 couple of months. And our reporting relationships
4 have been restructured to allow, I think, a more
5 efficient and more responsive service to our
6 constituent base.

7 In terms of player development, our
8 minimum level programming was executed. Once again,
9 we need to go beyond that level. Inclusive programs
10 allow for participation of all members. And we have
11 extended our planning window to look, if you will, at
12 a four-year window, not just year to year.

13 In terms of services, we have developed
14 and implemented the communications services. I hope
15 all of you have experienced that, been able to touch
16 that. It is at least 30 messages or so a month. We
17 have added some features. One, in particular, is the
18 30 years of Soccer America, which really I think
19 recognizes and speaks to the heritage of our sport.
20 And we would like to do that -- we're going to do
21 more of those kinds of things.

22 We have the U.S. Soccer Foundation
23 feature. I think it's one of the best organizations
24 in all of soccer, and we want to continue to get the
25 good word out about our Foundation. And as Bob

1 mentioned, it allows for each constituent -- when you
2 get these messages, you can respond directly back to
3 us if you have a comment about that piece of
4 information or any other comments you might have.

5 In terms of marketing, we have signed
6 Philips Electronics. It's the first time we have
7 been able to tap this category for national team
8 warm-ups. We have been working on this for a year or
9 so, but this deal is a very fair deal and we thought
10 we got the value that is deserved for our national
11 teams.

12 Our web site development agreement we
13 also have with Philips. We will add some new
14 features as we move forward. Avaya sponsorship,
15 Avaya is a communication company, has come on board,
16 and we now have our Internet strategy in place. We
17 will have updates on our web site, redesign and
18 relaunch. It will be in the fall, probably around
19 August 1st, so be expecting new things as we move
20 forward on our web site.

21 I want to touch on the National Training
22 Center. Almost two years ago, our national team
23 coaches outlined what they thought was an important
24 element for our teams and for the soccer community.
25 And I want to stress that. They felt it was not just

1 something that was good for our national teams, but
2 something that would benefit the entire soccer
3 community.

4 Today, we're going to give you an update
5 as to where we stand on that particular project.

6 As I mentioned a couple of years ago, the
7 need for a National Training Center was identified.
8 An RFP process, a formal process was put together,
9 and I should recognize Jay Berhalter for a tremendous
10 amount of work that was done on that particular
11 project.

12 Once that project -- or the RFP was sent
13 out, the responses came in. We received, I would,
14 say, in the neighborhood of 20 bona fide responses
15 and very, very strong levels of interest for our
16 National Training Center.

17 After a review by our Executive Committee
18 and our board, Los Angeles now has been selected to
19 provide the best long-term location, if you will, for
20 the long-term development of our National Training
21 Center. Some general parameters, it's a partnership
22 with the Anschutz Entertainment Group. The term is a
23 25-year lease with three ten-year options, so it's a
24 very, very long term situation for us.

25 In terms of usage, we will have

1 exclusivity on our fields. Our rights include
2 sponsorship and naming rights for our physical
3 assets. There will be other assets that will be part
4 of an overall larger complex that will not be ours,
5 but our slice of that particular overall complex will
6 be ours to -- for sponsorship and naming rights.

7 In terms of the fiscal assets, the
8 overall project is \$112 million project. 70 million
9 is soccer specific. There are other components.
10 Tennis and cycling are the two that are on the
11 drawing boards at this point in time, but our
12 facilities include five fields plus a practice area,
13 a weight room and a training room that will be
14 shared, a rehabilitation sports medicine center right
15 on campus, locker rooms, two exclusive, one for our
16 men and one for our women's national teams, and four
17 other very nice locker rooms, as well. 20,000 square
18 feet of office space exclusive to U.S. Soccer. An
19 additional -- it doesn't show there, an additional
20 5,000 square feet of space just for our equipment
21 needs. There's a dining area and lounge, and there's
22 a housing component, condo style for 96 beds.

23 Also, as part of the complex is a
24 22,000-seat stadium that is not ours in terms of
25 naming rights and what not, but hopefully, it will be

1 for the L.A. Galaxy. But the 22,000-seat stadium
2 will be all part of one big complex. And yes, Bob,
3 we will get to use it.

4 I wanted to show just a couple of the
5 artist renderings. You can see this is an extensive
6 program. It will be a first-class facility for all
7 of soccer, not just our national teams.

8 You can see the stadium that, on the
9 upper part of the screen, the five fields to left the
10 of that are our fields and the practice area, and
11 there's just one more -- just to give you a flavor
12 and a feel, a lot of dollars have gone into this from
13 Anschutz Entertainment Group to get it to this point,
14 and it's going to be a first-class facility.

15 At this time, I would like to ask Herb
16 Giobbi to come up and to talk a little bit about the
17 Foundation's efforts related to this project. We
18 have entered into a partnership over a five-year
19 period, and I thought it best if Herb would deliver
20 from his end. Herb.

21 MR. GIOBBI: Thank you, Dan. As
22 everybody here knows the Foundation's mission is to
23 grow the sport. We are extremely proud of all of our
24 programs, that run from the grass-roots programs to
25 those that touch to the elite player. As you all

1 know, and from a lot of the conversations we have had
2 with you over the last couple of years, the
3 Foundation's programs have expanded dramatically. We
4 are so proud of everything, of all of our programs,
5 and under the leadership of Jim Hamilton, our
6 chairman, and Charlie Stillitano, our vice chairman,
7 Kevin Payne, our secretary, and Brad Hays, our
8 treasurer, we have grown dramatically from just a
9 granting organization to getting into a whole number
10 of proactive programs.

11 One of the proactive programs that we're
12 most proud of is our potential involvement with the
13 National Training Center. It's subject to formal
14 approval tomorrow, but we expect that to happen, and
15 we think it's going to be a very exciting program for
16 all of soccer.

17 I just wanted to give you a brief idea of
18 all of the vehicles we're going to try to use, to
19 raise those \$10 million for the National Training
20 Center. Obviously, as Dan indicated, there are a
21 number of limited naming rights for the offices, the
22 fields, the locker rooms. We're going to try and
23 market them. There are marketing rights. There are
24 other promotions, such as a buy-a-brick program or
25 the wall of fame, and we're going to be disseminating

1 information to you and other members of the soccer
2 community and we very much hope you will be involved.

3 We're going to be looking for major gifts
4 from individuals and corporations and foundations. We
5 will be approaching the federal and state governments
6 for their help. We believe especially the federal
7 government may be of a major assistance in this type
8 of a project. It will be a major economic benefit to
9 southern California. We're going to be doing all
10 sorts of special events across the country. One of
11 them that is in the final stages of planning, which
12 you will hear a lot more about, will be a major
13 banquet in Washington, D.C., honoring a decade of
14 U.S. World Cup Soccer. We will give you more
15 information about that, but that's going to be
16 awfully exciting.

17 We are going to be working on a number of
18 in-kind donations from some of our suppliers, that
19 will help us defray some of that \$10 million, and we
20 will be doing some web site promotion. So we're very
21 excited about this. We think our board will approve
22 it tomorrow, and we look forward to your advice, your
23 counsel, and hopefully, your assistance.

24 Thank you, Dan.

25 MR. FLYNN: Thanks, Herb. Herb, I do

1 have a comment on the federal government dollars,
2 let's be careful, we want this to open in the next
3 couple of years.

4 I can say that. Herb in his former life
5 was a government relations head.

6 Looking forward, we obviously are
7 committed to continue to review and refine our
8 organization and our operating framework. We want to
9 maintain that financial discipline and make sure that
10 we build on the confidence that we now have, I think,
11 in the soccer community. We will continue to set and
12 achieve our organizational departmental goals
13 internally, and we want to be thinking and planning
14 over an extended period of time, rather than just
15 year to year.

16 We will review our organization to ensure
17 maximum efficiency of our operating model. As I
18 said, with the current open positions, we now have a
19 model in place so we can move forward and start to
20 plan. Our personnel needs will change. Our needs,
21 the skill discipline will be a little different, and
22 that's as we add in, we will be looking to add to our
23 already very, very good staff that works with me on a
24 daily basis.

25 And we want to continue to increase our

1 services to our members. We want to operate
2 transparently and be responsive, and also be
3 efficient, as well.

4 In terms of our financial situation, as I
5 said, we are going to revise our pension plans. We
6 want to maintain our open positions on a short-term
7 basis, always looking for the efficiencies that we
8 need to gain as we move forward.

9 As we look at our business plan, our
10 strategic business plan is in place, but we will
11 continue to monitor, refine and update it and bring
12 that back to our board. We will monitor our budget
13 strictly, and with an eye on where our core programs
14 are, delivering services, player development and our
15 national teams. We will continue to review the
16 Federation business, look for new sources of revenue,
17 and we will have a strategic view of the Federation
18 to ensure that there's always a five-year outlook.

19 In terms of longer term, as I mentioned,
20 we need to look at key elements of our framework, not
21 just ask where are we now, but what are our
22 priorities now and into the future? Where will our
23 new demands be? What's going on in the sponsorship
24 world? What are the new sources of revenue? What
25 are our limits, what are our limitations. So for

1 2001 and -2, we will allow for an expanding of our
2 planning window and we will be providing updates to
3 our board on an ongoing basis.

4 In closing, I first want to say thank you
5 for the opportunity to be involved with U.S. Soccer.
6 I was at U.S. Soccer prior, and then had the great
7 opportunity to work with the U.S. Soccer Foundation.
8 It's been a pleasure to serve you. Our staff is very
9 committed to increasing our commitment and our level
10 of service to you. We thank you for your comments
11 along the way. They do count. We try to be as
12 responsive as possible.

13 So once again, thank you. And I'm also
14 introducing Allison. I want to say a special thanks
15 to Julie Ilacqua, who has to put up with an awful lot
16 to put the meeting together. I think it's important
17 to recognize great help, and in particular, Julie has
18 just done a wonderful job putting this together, so
19 thank you, Julie.

20 (Applause.)

21 MR. FLYNN: Bob, I will now turn it back
22 to you.

23 PRESIDENT CONTIGUGLIA: All right. Time
24 to do business.

25 I will ask MaryPat Bell to -- our Rules

1 Committee chairperson, to come forward and present to
2 you the amendments to the Federation bylaws.

3 MS. BELL: Good morning. The amendments
4 start on Page 2. The first one is proposed by the
5 Rules Committee, it's Bylaw 109, Section 12, 13, and
6 16. Do I hear a motion to accept?

7 UNIDENTIFIED SPEAKER: So move.

8 MS. BELL: Second?

9 MS. HARVEY: Second.

10 MS. BELL: Discussion?

11 UNIDENTIFIED SPEAKER Pat.

12 MS. BELL: Oh, excuse me, we've got to do
13 our voting thing. Has John Benanzer gone over the --
14 how to do the buttons? We better do that. Hold that
15 thought for a minute. John.

16 MR. BENANZER: MaryPat, before we do
17 that, Missouri did appear for the adults, we will be
18 picking up the keypads for the other four adult
19 associations that did not show or did not meet roll
20 call. They will be over here. In case they do come
21 into the room, they can use them.

22 But if you will, there's going to be a
23 short demonstration at the beginning that shows --
24 there will be a question come up on board that they
25 can answer, but the keypads, I'm going to turn that

1 over to them to explain to you right now.

2 MS. CARNES: For those of you who have
3 keypads, they are very simple to utilize. You will
4 be given a slide, and you will be able to place your
5 vote for 1 yes, press 2 for no, 3 for abstaining.
6 When we get to the Foundation election, it's slightly
7 different than the way John explained it, and I think
8 we will wait until we get to that point to explain
9 how we will do it. So if you want to go ahead and
10 test now on this question, you can see how the
11 results will come up.

12 MR. BENANZER: The votes are almost in.
13 As they come in, I will do a short countdown. I will
14 close the voting in three, two, one.

15 MS. CARNES: That shows how it works. We
16 will close it and turn it back to you, Pat.

17 MS. BELL: I have no idea how many panels
18 a soccer ball has.

19 UNIDENTIFIED SPEAKER: The answer was 32.

20 MS. BELL: A couple of things. There is
21 not a clock on the screen, so as John said, the
22 time -- 20 seconds or when it gets down to it, he
23 will say, "Voting is closing, 3, 2, 1," and when we
24 hit 1, the voting will stop. So make sure that you
25 have pushed your button if you wish to do so.

1 Second, if you would have any desire or
2 wish to amend any of the amendments that are coming
3 to the floor, somewhere there are the three-part
4 amendment sheets. If you do not have one and you are
5 writing out your amendment, please make two copies,
6 so that I will have the exact wording to pass on, I'm
7 not trying to write it in.

8 So where do we have these forms?
9 There're thousands of them printed somewhere.

10 MS. ILACQUA: They will be over there.

11 MS. BELL: They should be over at the
12 table where you checked in, so if you feel the need
13 to want to do an amendment sometime this morning, you
14 may get your forms.

15 I will give you time to get the amendment
16 forms. Look at all the amendment forms.

17 There are none. Well, did they find
18 them?

19 UNIDENTIFIED SPEAKER: They're in the
20 back of the room.

21 MS. BELL: Okay. I'm sorry. They're in
22 the back of the room. They're not in the back of the
23 room? Well, we'll do it the old fashioned way, just
24 make two copies, please. I appreciate it.

25 Okay. Now, we will go back to first

1 Bylaw 109, Section 12, 13, 16, as proposed by the
2 Rules Committee. Again, is there a motion to adopt?

3 MR. GOAZIOU: So move.

4 MS. BELL: Second?

5 UNIDENTIFIED SPEAKER: Second.

6 MS. BELL: Discussion?

7 MR. BURTON: MaryPat, I would like to
8 move that 109, Paragraph 16, be amended as follows:
9 replace the "three or more" with "four or more."
10 That's putting the bylaw back to what it was in the
11 original bylaw.

12 MS. BELL: Do you have that in writing?

13 MR. BURTON: Yes, I do.

14 MS. BELL: So you want to say "four or
15 more" instead of "three" --

16 MR. BURTON: "Three or more." It's on
17 Page 2, down at the bottom of the page, Paragraph 16.

18 MS. BELL: There's an amendment on the
19 floor to change "three" to "four."

20 MR. BURTON: Right.

21 UNIDENTIFIED SPEAKER: Second.

22 MS. BELL: Discussion?

23 MR. BURTON: This is the way the original
24 bylaw was written. I think it's reasonable to expect
25 that an organization that wants to participate, to

1 join locally the local state association. And then
2 four is a good division. When they are in four
3 states, then they can apply for membership to the
4 Federation.

5 MS. BELL: Any other discussion? May I
6 just ask a question, John? Is the system set up to
7 do amendments to amendments?

8 MR. BENANZER: We are setting it up right
9 now.

10 MS. BELL: Thank you.

11 MR. ABBOTT: MaryPat.

12 MS. BELL: Yes.

13 MR. ABBOTT: The Rules Committee said
14 this was not a substantive change, but if you look at
15 the language, it used to be "more than three," which
16 would mean you have to have four, and that's the
17 reason we're proposing this amendment.

18 You said it was a technical change only.
19 "More than three" means at least four, and "three or
20 more" means three. That's the reason for the
21 amendment.

22 MR. FLYNN: Could you state your name
23 just for the recorder?

24 MR. ABBOTT: Excuse me, Bob Abbott,
25 Louisiana.

1 MS. BELL: So Bob, you want to take out
2 in "more than" and just put "four"?

3 MR. ABBOTT: Well, I'm just further
4 explaining David's motion. You changed it from "more
5 than three," which would mean the threshold would
6 have to be four, to, when you did the technical
7 amendment to "three or more," which actually lowers
8 it one, and we would just like it back like it was.

9 MR. COLLINS: John Collins. The reason
10 that this change was made at the Rules Committee, and
11 the reason it was deemed or determined or stated as a
12 technical correction, is under the Amateur Sports
13 Act, as the national governing body for the sport of
14 soccer, the membership of U.S. Soccer is required to
15 be open. And if organizations meet our bylaws, they
16 are required to join us.

17 Rather than have every organization in
18 the country join the Federation directly, we were
19 able to reach a compromise with the United States
20 Olympic Committee, where we could satisfy our open
21 requirement by having localized programs joining
22 state associations, and the trade-off for that was
23 the infamous Bylaw 213, which made it clear that
24 state associations are directly responsible to U.S.
25 Soccer, and that's why their organic documents and

1 bylaws must be in compliance, and why it is clear
2 that they and their members must be open.

3 What has happened is -- and it was
4 originally written so that there were four states.
5 And the issue is what was a local program.

6 If there is a program that is in two
7 states, it's very easy for the -- generally very easy
8 for the program to work out within two states. Once
9 the number of states goes up, the logistics and
10 negotiations and the aspects of joining become much
11 more difficult. And so the determination was that
12 once there's more than two states, where it starts
13 becoming more of a national or larger program, there
14 needs to be an avenue by which it can join the
15 Federation. So in considering this and looking at
16 the Amateur Sports Act, which requires us to be open,
17 the Rules Committee felt it was appropriate for there
18 to be the change, so that an organization that is in
19 three states has the ability to join the Federation
20 directly. And it was to make that change, to bring
21 the Federation's bylaws closer into compliance with
22 the Amateur Sports Act, and that's why it was
23 positioned as a technical correction.

24 MS. BELL: Any other discussion? So we
25 will vote on the amendment to change it to four. We

1 will vote now.

2 UNIDENTIFIED SPEAKER: Read the amendment
3 again.

4 MS. BELL: The amendment would change
5 under Other Affiliate, "competes in less than 26
6 states of the United States, but in more than --

7 UNIDENTIFIED SPEAKER: Number 16.

8 MR. GOAZIOU: All you are doing is
9 changing "three" to "four."

10 MS. BELL: Right, but in more than four.

11 UNIDENTIFIED SPEAKER: No, no, no.

12 MS. BELL: That's why I asked him to give
13 it to me in writing.

14 "Four or more." Okay. We are just on
15 the amendment to change in "more than three states"
16 to in "four or more."

17 UNIDENTIFIED SPEAKER: To change the
18 number three to four.

19 MS. BELL: Right. That's all. That's
20 all we're voting on. Okay. We're changing the
21 numbers this time. Right. So vote.

22 MR. BENANZER: We will close the vote in
23 3, 2, 1.

24 (Amendment passes.)

25 MS. BELL: The amendment passes to four.

1 Now, we will vote on --

2 PRESIDENT CONTIGUGLIA: The
3 parliamentarian is going to explain the abstentions
4 and how they fall into this.

5 MR. MALMUT: The equipment projects
6 abstentions and shows them, but only for your
7 information. As a matter of law and a parliamentary
8 procedure, abstentions don't count one way or the
9 other. So, in fact, you should only calculate the
10 yes and the no votes in determining whether a motion
11 has received a majority or a two-thirds vote to pass.
12 These percentages that are shown include the
13 abstentions and, in fact, legally should be
14 recalculated to show just yes or no votes. So there
15 may be a time -- and it doesn't affect this vote
16 because there's clearly 51 percent favorable.

17 There may be a time later in the meeting
18 when the yes votes are more than the no votes, but
19 are still less than 50 percent because of
20 abstentions, and the motion will still pass because
21 the abstentions do not count. I hope that's clear to
22 everyone. That they are shown -- these green bars
23 are only for your information.

24 MS. BELL: Now we are ready to vote on
25 the main motion as amended.

1 MR. BENANZER: MaryPat.

2 MS. BELL: Yes.

3 MR. BENANZER: Pardon me one second. We
4 do need to change the equipment. The parliamentarian
5 explained it exactly the way it was supposed to be,
6 and that's what we had meant to set up; however, it
7 is not. We're going to change it, and I'll have to
8 ask that we revote on that amendment to the amendment
9 as soon as we change it.

10 MS. BELL: I believe it clearly passed.

11 MR. BENANZER: You're correct. It would
12 clearly pass one way or the other, so if you want to
13 continue on, but it was not projected up there
14 correctly with the percentage, so it would actually
15 be more.

16 MS. BELL: So we're on the main motion as
17 amendment, right, still on the first one? Are we
18 ready to vote? You may vote now.

19 MR. BENANZER: Basically, MaryPat, this
20 has been changed now where only the people voting
21 will be shown and it will be based on that number,
22 whatever 51 percent is, or whatever -- I guess, is
23 this would require your two-thirds at this point, so
24 the ones abstaining will not be shown because it
25 won't be included. And the voting will be ceasing in

1 3, 2, 1.

2 MS. BELL: The motion carries by 690 --
3 77.9...and we still have the other one up there.

4 Okay, the second amendment proposed by
5 the Rules Committee is to add a number 6, disabled
6 service organization, to our membership category. So
7 a motion to accept?

8 UNIDENTIFIED SPEAKER: So move.

9 MS. BELL: Second?

10 UNIDENTIFIED SPEAKER: Second.

11 MS. BELL: Discussion. There's no
12 discussion. We're ready to vote. Excuse me.

13 MR. DE JANA: At the risk of sounding
14 politically incorrect -- this is Rich DeJana from
15 Montana Youth -- I don't think we phrased the
16 amendment very politically correct. Because I asked
17 a good friend a little while ago what a disabled
18 service organization was, and they said perhaps USYSA
19 or AYSO on a bad day.

20 So I thought about maybe the proper way
21 to do it, because we all understand the intent to
22 encourage what we would normally call associates to
23 come in who are working with handicapped persons.
24 And I wanted to propose an amendment, but the
25 amendment what have said, "What is a service

1 organization for a disabled," but, you know, I was
2 incorrect again.

3 I was again politically incorrect. And I
4 guess what we're trying to do is say something
5 politically correct by pointing out people with
6 disabilities, but that's not politically correct, and
7 I have to oppose this motion because I think it hurts
8 people I have worked with for years more than it
9 helps.

10 MS. BELL: Okay. The disabled service
11 organization is a designation used by the USOC. It's
12 also the designation that we ask the soccer for the
13 challenged committee of the United States Soccer
14 Federation how they wanted to be listed and what
15 designation they would be comfortable with. And the
16 representatives of that group brought this back to
17 us. That's why we went with it, because we felt they
18 were comfortable with it, so any other discussion?

19 If not, we're able to vote, voting on
20 Bylaw 109-202. Vote.

21 MR. BENANZER: The voting will stop in
22 three, two, one.

23 MS. BELL: The bylaw passes, 93 to 67.

24 The next amendment is proposed by Larry
25 Monaco, Bylaw 212, Section 14, 603, Bylaw Section 1.

1 Now, as you noticed, in your packets
2 there are two different proposals to Bylaw 601,
3 Section 1, regarding interplay. The amendment
4 proposed by Larry Monaco would substitute a new
5 Section 1. The amendment that's proposed by Director
6 Bruno Trapikas would change some of the wording of
7 Section 1 and strike out Section 1B. If Director
8 Monaco's substitute were passed first, Director
9 Trapikas' amendment would be moot.

10 Ordinarily, we would discuss the second
11 one first so that it would have a chance at being
12 adopted, then we would have discussed Director
13 Monaco's substitute, which could be adopted whether
14 or not the first one passed.

15 Director Trapikas has informed the Rules
16 Committee that he had expected an amendment to be
17 brought forward, which has been given to me by
18 Director Dave Messersmith, and it is an amendment to
19 direct- -- Monaco's substitution that would address
20 Director Trapikas' concerns. And it is --

21 MR. GOAZIOU: I'm confused.

22 MS. BELL: You would strike -- if you
23 will all look at your paper, what the substitute
24 amendment is, to strike subclause A of clause 4 and
25 substitute the following language: "A" -- I have it

1 in writing -- "Require every player, coach and
2 administrator that is sponsored, financed, coached,
3 organized, or administered by an organizational
4 member or a member of an organizational member, shall
5 be registered with the appropriate organizational
6 member."

7 The rationale says it did not include the
8 clarity of the present language. I think it is
9 actually sort of flip-flops of some of the language.
10 This has been given to me by Mr. Messersmith. Is
11 there a second to his amendment?

12 UNIDENTIFIED SPEAKER: I will second it.

13 MS. BELL: It's been seconded.

14 Discussion?

15 MR. FRISOLI: Read it again.

16 I haven't the faintest idea of what's
17 going on in here.

18 MS. BELL: They are wanting to -- to
19 clarify the language of Bylaw 603, that the
20 requirements of Federation registration also applies
21 to players of Federation members themselves, as well
22 as members of Federation members.

23 MS. HARVEY: Hi, MaryPat, this is Mary
24 Harvey. Are we referring right now to Bruno's
25 amendment or Larry's?

1 MS. BELL: No, this is an amendment to
2 Larry's.

3 MS. HARVEY: Okay. Just checking.

4 UNIDENTIFIED SPEAKER: Where does it go?

5 MS. BELL: It would be on Page 7, 4 A.

6 If this particular language passes, then
7 the following amendment will be withdrawn by Bruno
8 Trapikas.

9 MS. HARVEY: Can you restate it, MaryPat?

10 MS. BELL: New A: "Require that every
11 player, coach and administrator that is sponsored,
12 financed, coached, organized, or administered by an
13 organizational member or a member of an
14 organizational member, shall be registered with the
15 appropriate organizational member."

16 MR. COLLINS: MaryPat. John Collins. If
17 I could try and maybe use an example, which might
18 clear up what the amendment is doing here. In
19 reading this, Larry and Bruno saw that there's a
20 slight technicality with respect to this language,
21 and they're trying to correct that. The example
22 would be, the way it's currently proposed in the book
23 prior to any amendment by Larry and Bruno, was the
24 members of an organization member must register all
25 their players, coaches, et cetera. They, in looking

1 at it, thought that there may be a case where some
2 players, coaches, et cetera, registered directly with
3 that organization member and not through a member.

4 For example, in the state of Illinois
5 where I'm from, there might be somebody who belongs
6 directly to Illinois youth or Illinois amateur, as
7 opposed to belonging to a league which belongs to
8 Illinois youth or Illinois amateur, and so they
9 wanted to make sure they were capturing those
10 individuals who may actually belong directly to the
11 state, as opposed to the state through a league, and
12 that's what the correction is trying to do. I don't
13 know if that adds any clarity, but that's what
14 they're trying to do.

15 MR. BOUDA: MaryPat. John Bouda, North
16 Carolina. Does Larry Monaco support the amendment?

17 MS. BELL: Larry Monaco wrote this
18 amendment, as I understand.

19 MR. BOUDA: Does he support the amendment
20 to the amendment?

21 MS. BELL: Yes, he wrote the amendment to
22 the amendment. He amended his own amendment.

23 MR. FRISOLI: I just have a technical
24 question. If adopted, does this mean that if I have
25 a team, I'm just thinking of my local state, in which

1 somebody is coaching the team but isn't actually
2 playing, and before today I've never charged a fee,
3 am I now supposed to charge that coach who is not
4 paying a fee because he now becomes a member of my
5 association? Understand?

6 MR. COLLINS: The bylaw has been since
7 1998, when the bylaws came in, that they're to
8 register every player, coach, et cetera. The
9 Federation as of yet has not passed any coach fee.
10 As you will see in the fee proposal today, it is a
11 per player fee is how it is stated, it is not a per
12 coach fee. So there currently is no fee assessed
13 there, I don't know -- whether they ever do in the
14 future, I have no vote in that, that's what you guys
15 decide. So today, if this passes on September 1 when
16 all this stuff comes into effect, the coach will be
17 registered, which everyone is supposed to have been
18 doing since 1998, but there would be no new fee.

19 MS. BELL: Any other discussion? If not,
20 we're ready to vote on the amendment to 4 A, the
21 amendment to the amendment. Okay, let's vote,
22 please.

23 MR. BENANZER: The voting will cease in
24 three, two one.

25 (Amendment passes.)

1 MS. BELL: The amendment to the amendment
2 passes. We will now vote on the amendment as
3 amended. Any discussion? Okay. We're ready to vote
4 on the amendment as amended. Please vote.

5 MR. BENANZER: The voting will cease in
6 three, two one.

7 (Amendment passes.)

8 MS. BELL: The amendment passes.

9 Mr. Trapikas, you will withdraw yours?
10 Yes, the next one is withdrawn. We are
11 now on Page 11, Bylaw 603, proposed by the Rules
12 Committee. Is there a motion to accept?

13 MS. HARVEY: So move.

14 UNIDENTIFIED SPEAKER: Second.

15 MS. BELL: Any discussion? Seeing none,
16 we're ready to vote? You will please vote for Bylaw
17 603, Section 2.

18 MR. BENANZER: Voting will cease in
19 three, two, one.

20 MS. BELL: The amendment passes 95
21 percent, 5 percent. And it has been requested if we
22 could get the lights up a little bit, please. Thank
23 you.

24 We are now on Page 12 of amendment to
25 Bylaw 302, Section 2(a)(2), proposed by the Strategic

1 Input Committee. Is there a motion to accept?

2 MR. MC GEE: Madam chairman, Bob McGee,
3 on behalf of Colorado over here.

4 I ask the chair to rule the proposal out
5 of order. Give me one reason to explain why. Our
6 Bylaw 801 requires that in proposing amendments, they
7 must be made by a member, a NBOD member, a member of
8 the council, or a committee of the Federation. That
9 must be submitted in writing 120 days prior to this
10 meeting, which means it should have been submitted by
11 March 22 of the year 2001.

12 It's my understanding that this was
13 submitted originally to the Rules Committee as a
14 Rules Committee proposal. The Rules Committee did not
15 make this as their proposal and it was changed to the
16 strategic input committee, and I do not believe that
17 this rule -- proposal was, therefore, submitted in a
18 timely fashion and, therefore, it would be out of
19 order and we cannot vote on it today. So I would ask
20 the chair to rule that it is out of order, it was not
21 timely submitted under the bylaws.

22 MS. BELL: I don't agree with that,
23 because it was submitted on time. We chose to change
24 it because it had come from that committee and the
25 wrong committee was put on it.

1 MR. MC GEE: I challenge the ruling of
2 the chair.

3 MS. BELL: Is there a second?

4 UNIDENTIFIED SPEAKER: Second.

5 MS. BELL: Okay. Any further discussion?

6 We are voting on challenging the chair. It's a
7 majority. The chair is saying that it was received
8 on time and that who presented it was incorrect when
9 we got it.

10 I have been told, Bob, that your appeal
11 is out of order.

12 UNIDENTIFIED SPEAKER: No, no, no.

13 MR. MALMUT: Roberts Rules clearly state
14 that when the bylaws are clear on a matter, then that
15 matter is not subject to a challenge or the ruling of
16 the chair by way of appeal. And in this case, the
17 bylaws, as stated by the chairman of the Rules
18 Committee, indicate only that the matter must be
19 submitted the numbered days in advance, 120. This
20 proposal was, in fact, submitted that number of days
21 in advance. It doesn't matter that it was officially
22 submitted according to one or another person or what
23 entity, because whichever person composed it, was
24 composed of members of the board who are entitled to
25 make that amendment proposal.

1 So the fact that it was made in the name
2 of one committee or another committee, all members of
3 all those committees are, in fact, entitled to
4 propose a rule, and they did propose the rule in the
5 time permitted. And the reason that the time is
6 allowed, is to allow the Rules Committee to consider
7 this. And they have considered it and they have made
8 a recommendation. So that the bylaws have been
9 complied with, and there is no question according to
10 the bylaws that it was timely received.

11 MR. MC GEE: In due respect, I am a
12 member of the Federation Rules Committee. This rule
13 was not submitted on or before March 22 of 2001,
14 plain and simple, and I don't know -- I have no
15 record -- maybe somebody has a record that this was
16 submitted by the strategic input committee by that
17 date. If it wasn't, then it's not in compliance.

18 MS. BELL: It was submitted on time. It
19 was submitted to the Federation.

20 MR. MC GEE: By whom?

21 MS. MADRIAGO: As a member of the
22 strategic input committee, I would like to state that
23 we did not discuss policy, we only discussed fees.
24 We did not submit a rule change.

25 MR. MC GEE: Madam chair, I would ask the

1 chair to reconsider its ruling.

2 MS. BELL: It was received by the
3 Federation within the proper time.

4 UNIDENTIFIED SPEAKER: By who?

5 MS. BELL: It went in to the office. The
6 membership committee, secretary general is who
7 they're required to send them to, and I received the
8 notification that it had gone in. What I objected to
9 was that it had not been to the Rules Committee.

10 MR. MALLIOS: MaryPat, Costas Mallios, New
11 York.

12 I seem to have two different opinions
13 here. Some of them from the Strategic Input Committee
14 just said it was a policy, not a rule change. Now
15 you are telling me that you got it as a rule change.
16 Who is telling the truth? Who is not telling the
17 truth? Can we please have an explanation? Because,
18 MaryPat, we have a divided floor here, and I think
19 it's us versus you, and I don't want to see that
20 happen.

21 MS. BELL: I'm not in that, either,
22 Costas. Anyway, if you don't like it, you have the
23 opportunity to vote it down. Where this came from is
24 the strategic planning committee, as you get into the
25 funding, they have brought us a player -- per player

1 increase. The amateur division has a per team fee.
2 In order to make it equitable, along with the
3 policies of the strategic planning committee, that
4 everybody, every organization, member organization
5 pay a per player fee, the bylaw change was proposed
6 to bring the amateurs in line with the other member
7 organizations.

8 Again, it's your decision.

9 MR. MC GEE: Madam chairman, in due
10 respect to your comments, the amateur or adult
11 council collects player fees. This is just a
12 governance provision and should have no bearing
13 whatsoever upon the proposal to charge a per player
14 fee. We have been paying a per player fee for --
15 well, as long as I have ever been a member of this
16 organization. It's just that they wanted to increase
17 that fee. This particular bylaw proposal goes to an
18 issue of governance of the adult council, and it's
19 specifically USASA, so I'm not sure that that was
20 part of the strategic input committee's idea, was to
21 change our method of governance.

22 MR. EDWARDS: I'm Mike Edwards, I'm the
23 chair of the adult council and of USASA. There are
24 some logistical -- without getting into whose story
25 is what, there are simply some logistical problems

1 with this proposal that will make it all but
2 impossible to implement on September 1st of this
3 year.

4 USASA will not meet until tomorrow. The
5 adult council will not meet until tomorrow.
6 We are in the process and our state associations of
7 registering the players now, just like all of you
8 are. And to change in midstream doesn't work. We are
9 going to address during this fiscal year our
10 registration procedures completely. Some of our
11 players register on a team fee basis, some on an
12 individual player fee basis, based on agreements that
13 were reached with the Federation more than ten years
14 ago.

15 Things have changed since then, but much
16 like completely rewriting the bylaws doesn't happen
17 in an hour and a half, completely restructuring the
18 fees of USASA and incorporating that into an adult
19 council meeting and getting all of that done per the
20 bylaws of the Federation is not going to happen, so
21 that it can be implemented on September 1st of 2001.

22 Without getting into the legal logistics
23 of when this showed up, and who submitted it, I would
24 ask that it not be adopted here, and let us, in the
25 adult council, go back and get these things fixed and

1 bring it back next year. Because in addition to
2 changing this to players, there is no basis on which
3 to award the voting strength of the Adult Council.
4 That is going to have to be addressed by the Adult
5 Council, and it makes a whole lot more sense to let
6 us go do our business and come back here, rather than
7 to hand us something that is logistically impossible
8 to implement.

9 MS. BELL: Any other discussion?

10 MR. KRAUTH: Carl Krauth, Georgia Youth.

11 I would like the Strategic Input Committee to
12 withdraw this proposal.

13 MS. BELL: Can we withdraw it?

14 MR. GOAZIOU: This was put in by the Rules
15 Committee to take care of this. As a chairman of the
16 Strategic Input Committee, I withdraw this motion.

17 (Applause.)

18 MS. BELL: Thank you, Mr. Goaziou. I
19 assume there's no objection.

20 Okay. Page 13. This is proposed by the
21 USYSA Board of Directors, Bylaw 303, Section 1. Is
22 there a motion to adopt?

23 UNIDENTIFIED SPEAKER: So move.

24 MS. BELL: Is there a second?

25 UNIDENTIFIED SPEAKER: Second.

1 MS. BELL: Discussion? Seeing none --

2 MS. HARVEY: We have an amendment to
3 propose.

4 MS. BELL: Okay. Any other discussion?

5 MS. HARVEY: Yeah, this is Mary Harvey.
6 I'm with the Athletes Council, and we're very much in
7 favor of this.

8 I think we can all agree that giving up a
9 couple of days of your work week is not fun for
10 anybody, and the athletes here don't want you to do
11 it either, but we work on the weekends, and I think
12 that everybody would have a lot easier time of making
13 the AGM if we did it in January, or some time that's
14 a little easier for everybody else. So we encourage
15 you to support this amendment and we are definitely
16 very much in favor of it.

17 MS. BELL: Thank you. Any other
18 discussion? Yes, sir.

19 MR. SINCLAIR: Al Sinclair, New Jersey
20 Youth Soccer.

21 I oppose this motion. U.S. Youth Soccer
22 runs its workshop in the springtime. Most of our
23 states have workshops and AGMs in that same quarter,
24 and as so nicely said, nobody wants to give up time
25 to work, and we have to give up that time already in

1 that time frame, and it's going to be more difficult
2 to run our own programs and give up that time to
3 squeeze us all into one three-month period.

4 MS. BELL: Okay. Thank you. Any other
5 discussion?

6 MR. BLACK: Yes, MaryPat, Bob Black, North
7 Texas State Soccer Association Amateurs, since our
8 youth group is here too, as you noticed.

9 We would like to speak very strongly in
10 favor of this motion. We agree with the athletes.
11 It's a great opportunity and time for us to all get
12 together and look at our rules, look at our fee
13 structures and have something we can take back to our
14 state associations with months in advance of our
15 state AGMs, and before our season starts with what's
16 going to happen in the upcoming year. And we also
17 think it might be a great idea to have, as the
18 Amateurs have a mid-year meeting, and the youth have
19 a mid-year meeting, to be able to move that mid-year
20 meeting to outside where the game is really played,
21 and maybe have a coaching clinic or two on grass,
22 instead of in a ballroom like this.

23 So we would like to agree with the
24 athletes and ask that you support the North Texas
25 State Soccer Association and the athletes, and let's

1 get this thing moved to a time we would all like to
2 spend together in January in a hotel somewhere,
3 having a great time.

4 (Applause.)

5 MS. BELL: Thank you. Mr. Messersmith.

6 MR. MESSERSMITH: David Messersmith,
7 Chairman of the Youth Council.

8 This proposal originally was born out of
9 a need for our own organization to start looking at
10 when we plan our meetings and being able to plan them
11 out for years in advance. As we looked at this, you
12 see a lot of the rationale that's both written, and
13 it's now been stated again, but the springtime does
14 seem to have more open spaces in it for meetings of
15 this type with fewer conflicts. The summer months
16 seem to be very busy both with state AGMs, which
17 actually happen throughout the year, but the athletes
18 are more available in the spring. There was also the
19 consideration that passing any bylaws or policy
20 amendments gives all of the states more time to enact
21 those for the upcoming soccer year.

22 With all of that together, this just
23 seemed to make sense. We also, as a board, it's been
24 discussed from time to time by the National Board of
25 Directors, should we be moving the meeting or not?

1 We have never really come to a consensus or anything.
2 It's never been formally brought forth. We wanted to
3 get it out here, get it on the table, and then let
4 the National Council decide when we should have our
5 meetings. And once that's decided, then we, as an
6 organization, will also be able to plan when we do
7 our large meeting in the spring.

8 MS. BELL: Thank you. Mrs. Childress, Mr.
9 Edwards.

10 MS. CHILDRESS: Marilyn Childress from the
11 Georgia Amateurs.

12 With due respect to the athletes, and to
13 some of the other people, other people do have -- our
14 AGM is in the wintertime, and we have a big workshop,
15 and to implement this six months from when our stuff
16 is, I think maybe if we want to change this, we
17 shouldn't change it immediately, but should plan for
18 at least a year and a half.

19 MS. BELL: It does have an effective date
20 September 1st, 2003.

21 MS. CHILDRESS: Okay.

22 MS. BELL: I'm sorry, Mr. Haimes.

23 MR. HAIMES: Burton Haimes, AYSO.

24 I think there's pragmatic problems with
25 having a winter AGM for a couple of reasons; one,

1 organizationally, the AYSO has all of its sectional
2 meetings during that period when it's a downtime for
3 us or indoor time for us, and we can't disrupt that
4 schedule. Secondly, but most important, I think for
5 the Federation is the fact that we're on a fiscal
6 year that starts with September 1, and holding the
7 AGM in the summer enables us to have a budget that is
8 as close to the start of the fiscal year as possible.
9 If you move back to the first quarter of the year,
10 you have a budget process that would be at least six
11 months out of whack and would not take into account
12 the latest information and the current budget needs.

13 So I think it's quite impractical to do
14 it at that time. Thank you.

15 MS. BELL: Okay.

16 MS. HARVEY: My name is Mary Harvey,
17 Chairman of the Athletes Council.

18 Actually, changing -- which is not within
19 the purview of what we would do in terms of changing
20 our fiscal year from what it could be, for instance,
21 an April 1st time line -- it's not terribly difficult
22 to do. You can do a hump year -- what is it called?
23 A hump year, a stump year? -- basically, would be an
24 8-month year -- anyway, it's not really that hard
25 to do. It simply requires a little extra small amount

1 of money to do an additional audit. So the fact that
2 we're on a fiscal year that begins in September is
3 not something that we necessarily are wedded to.

4 MS. BELL: Thank you. Yes, sir.

5 MR. STANGA: Jeff Stanga, Cal North Youth.

6 From a pure calendar standpoint, it would
7 be really difficult to for us to switch to this
8 schedule, I guess, for the same kind of reasons that
9 you are proposing it from the National standpoint,
10 but we got our state cups, associations cups, all
11 through that time framework, and every weekend is
12 booked, and our AGMs, workshops, etc. and also from a
13 travel standpoint, that's not the most ideal time in
14 my opinion to go through airports and whatnot, so
15 anyway, thank you.

16 MS. BELL: Rich.

17 MR. DE JANA: Rich DeJana, Montana.

18 I want to explain that -- Mary, you
19 will remember this -- two years ago, Mary got a lot
20 of static, because she was here without athletes and
21 now they have sacrificed and for two years in a row,
22 have come and worked and now they're saying, you
23 know -- this is our working time. This is the time
24 we're supposed to be on the field entertaining you;
25 we're not supposed to be sitting here, so help us.

1 So what I'm hearing is, no, we're not going to move
2 it to help you at all, because we're worried about
3 our schedule, our timing -- and yet these people have
4 come here for two years now and met the things we
5 asked for in Louisville. They have come. They have
6 participated. They have been a part of our body.
7 Let's make it a little easier for the people we're
8 building too. Thank you.

9 MS. BELL: Thank you. Larry?

10 MR. FRISOLI: Larry Frisoli, Massachusetts
11 Soccer.

12 I agree with the athletes. I'm all in
13 favor of this.

14 MS. BELL: Okay. Good.

15 MR. FRISOLI: It's probably the only time
16 tonight; however, Soccer -- just so everyone
17 understands -- Soccer, at least in my state, I think,
18 most states in the spring, starts in April, around
19 the first week of April. And if there were to be fee
20 increase or whatever is going to happen in the
21 future, to have the time period go all the way to
22 March 31st may be a little bit too far into the
23 winter, to allow state organizations to go back and
24 implement changes, so I would just propose a friendly
25 amendment to change March 31st to February 28th. So

1 that there's 30-day gap to implement whatever happens
2 on the national level back to the state level.

3 MS. BELL: So there is a second to this
4 amendment? Wanting to amend -- excuse me, March 31st
5 to February 28th. Is there a second?

6 MR. MC GEE: Second.

7 UNIDENTIFIED SPEAKER: Second.

8 MS. BELL: Discussion on changing March
9 31st to February 28th?

10 MS. HARVEY: I would like to know whether
11 or not it's friendly.

12 MS. BELL: No discussion? Then we will
13 vote on changing the date. March 31st to February
14 28th. This is the amendment to the amendment. Excuse
15 me.

16 MR. desBORDES: What are we amending, the
17 fiscal year?

18 MS. BELL: It's not the fiscal year, it's
19 just the workshop time framework that's been
20 shortened.

21 Is this on the date change?

22 MS. DERFLINGER: Yes, it is. On the date
23 change, bear in mind that the National Headquarters
24 is in Chicago, and on February the 28th, it would be
25 a very good possibility that you won't even get out

1 of there to a meeting.

2 (Applause.)

3 MS. BELL: Any other discussion on the
4 amendment?

5 Okay, we will now vote on the amendment
6 to the amendment, the date change? Vote, please.

7 MR. BENANZER: Voting will cease in three,
8 two, one.

9 MS. BELL: It fails. Now, we're on the
10 amendment to the proposal, the original one.

11 MR. desBORDES: Hank desBordes. I don't
12 see where there's any need to change the fiscal year.

13 MS. BELL: We're not.

14 MR. desBORDES: Well, some people have
15 been talking about it, but that's not the point here.
16 A lot of the people will gripe because they didn't
17 have enough time after the AGM to implement anything
18 by September the 1st. This gives you plenty of time.
19 But the main reason for voting for this amendment is
20 probably what Mavis brought up, is we can have all
21 the meetings down south and keep the Yankees home,
22 because they'll be snowed in in Chicago. Thank you
23 very much.

24 MS. BELL: Are you all ready to vote now?

25 MR. WILLIAMS: We have some other people

1 that have been waiting to make comments, but one side
2 of the room is probably bigger than the other.

3 Richard Williams from Wisconsin.

4 About three years ago, we made
5 constitutional changes to have our meetings in the
6 spring. Our youth have their workshops and meetings
7 in the spring; the adults have their meetings in the
8 spring, in order to meet -- we did this in order to
9 meet with the USSF meeting dates, so we would have
10 open times to participate. And I appreciate all of
11 the athletes coming in, but there are a lot of other
12 people that have hardships too, a lot of people give
13 up time from their jobs to come, whether it's in the
14 spring or in the fall, or in the middle of summer.

15 So we all have crosses to bear in order
16 to be part of this organization. So I'm not in favor
17 of this, and I hope you take it into consideration in
18 your votes, the needs of each state association as
19 well. Thank you.

20 MS. BELL: John, are you going to speak in
21 favor?

22 MR. BOUDA: Yes, I am. John Bouda, North
23 Carolina.

24 I'm in favor of this because it goes back
25 to a core value. And I would like you to look in

1 your heart -- and I'm a referee, and I support the
2 athletes because it's service to the game, and the
3 athletes are the game. I ask you to vote in favor of
4 this amendment.

5 MS. BELL: Thank you. Okay. Ready to vote?
6 Vote now, please.

7 MR. BENANZER: Voting will cease, three,
8 two, one.

9 (Vote passed.)

10 MS. BELL: Oh, it did pass.

11 The next one is proposed by the Rules
12 Committee. Oh, it did pass.

13 Now, bear with me for a moment, please.
14 You should have gotten today a paper that has new
15 language that was accepted by the Rules Committee;
16 however, I would like you to go down to the middle of
17 the page, where it says Section 2, the fifth line
18 down, where it starts "that currently possesses."

19 You will need to add "or has held" when
20 we retype it -- when we resubmitted it, it did not
21 get typed. So Section 2 would read, starting at the
22 third line on the end: "Nominations for this
23 director's position shall be submitted to the
24 Secretary General office by any referee that
25 currently possesses or has held a license for Grade

1 5." That was on this piece of paper, new language
2 from the Rules Committee, and I'm just cleaning up
3 the typing error. Is there a motion to accept?

4 UNIDENTIFIED SPEAKER: So move.

5 MS. BELL: Again, it is not the one in the
6 book. It is the one on the separate piece of paper
7 that is the new language from the Rules Committee
8 with the addition of "or has held." So don't look at
9 your book. Look at this.

10 MR. TOMPKINS: MaryPat, I have a question.
11 Rick Tompkins from Eastern Penn Youth.

12 The one that's in the book mentions
13 possesses "or has held," using your language, the
14 license for Grade 5 or superior grade. But I don't
15 see that in this substitute amendment that we've been
16 given.

17 MS. BELL: That's what I just told you
18 when we redid it, it didn't get typed in, and I
19 didn't realize it until they ran the 800 copies.

20 MR. TOMPKINS: So the whole thing is
21 going; it's not possesses or has held, it's the
22 license for Grade 5 or superior grade? That is also
23 included.

24 MS. BELL: The only thing we're adding is
25 "or has held," in 412, Section 2, referring to the

1 candidate.

2 UNIDENTIFIED SPEAKER: MaryPat, would you
3 read it again?

4 MR. HOOD: Excuse me, MaryPat. I think
5 the confusion is there are two pieces of paper on the
6 table. There is a substitute amendment, and then
7 the --

8 MS. BELL: I haven't gotten to the
9 substitute amendment yet, because we have to get this
10 amendment on the floor first.

11 MR. HOOD: I understand that, but there's
12 some confusion about which pieces of paper we're
13 talking about.

14 MS. BELL: If you have a piece of paper
15 that says substitute amendment, turn it face down for
16 the moment because we're not there. The one you
17 picked up, it just says proposed by the Rules
18 Committee.

19 MR. BUSCH: MaryPat, this is Tim Busch
20 from Washington Amateurs.

21 Just procedurally, I would suggest for
22 future meetings, it would be very helpful if we could
23 project the changes up on the screen. We certainly
24 have the technology in the room, maybe not today, but
25 it could be easily accomplished, and I think it would

1 save a lot of shuffling paper and aggravation.

2 MR. CARMODY: MaryPat, David Carmody,
3 Connecticut States Soccer Amateur.

4 Point of order in regard to this. Our
5 first vote would be whether or not to substitute this
6 for the amendment in the book? Will that be the
7 first vote?

8 In other words, the substitute amendment
9 we've got to vote to substitute this, for the one in
10 the book, it doesn't pass it. Do we put it on the
11 floor as a substitute amendment? The first vote
12 whether or not this shall be the substitute?

13 MS. BELL: This is a substitute amendment
14 sponsored by the Rules Committee that did the first
15 amendment.

16 MR. CARMODY: But the first amendment has
17 to be either withdrawn or and then no amendment can
18 be brought forward or this has to be voted on to be a
19 substitute for the one in the book. Once we vote it
20 as a substitute for the one in the book, then we can
21 proceed on whether or not to discuss it or whether or
22 not to pass it, just a procedural point of order. Is
23 that the process?

24 MS. BELL: Is there any opposition for the
25 Rules Committee to withdraw the one from the book,

1 and submit this one proposed by the Rules Committee?

2 UNIDENTIFIED SPEAKERS: No.

3 MS. BELL: Thank you, so the one that says
4 proposed by the Rules Committee with the change I
5 just gave you is on the floor. Is there a motion to
6 accept?

7 MS. HARVEY: So move.

8 MS. BELL: Is there a second?

9 MR. GOAZIOU: Second.

10 MS. BELL: Discussion? No discussion?

11 MR. CARMODY: Yes, Your Honor -- or yes,
12 there is discussion, Dave Carmody, again, Connecticut
13 State Soccer Association Amateurs.

14 I am very concerned with the Grade 5.
15 There is a physical test to become a Grade 5 referee.
16 If you pass this, you are violating the Americans
17 with Disabilities Act, such that there are people who
18 have awfully good knowledge as referees. The youth
19 referee with disabilities, they would never become a
20 Grade 5 because of the physical tests, and I'm afraid
21 there's a constitutional violation here.

22 MS. BELL: Thank you. Any other -- yes,
23 sir.

24 MR. CLARKSEN: Arlyn Clarksen, Wisconsin
25 Youth Soccer Association.

1 I would like to offer an amendment to
2 this one to add the words in the line that starts or
3 that contains "National Assessor's, National
4 Instructor's and SRA's," to add the words "and
5 SYRA's." This would provide the, a little more
6 representation for states and the younger referees,
7 it just provides a little more people to be
8 represented.

9 MS. BELL: Is there a second on that
10 amendment?

11 MR. GOAZIOU: Second.

12 MS. BELL: Is there discussion on the
13 amendment to the amendment adding SYRA?

14 MR. MC CORMICK: Brooks McCormick from the
15 Referee Committee.

16 The question I have, if you do that, some
17 states, one person holds both positions, some states,
18 it's two different individuals. Does that mean that
19 the states that split it get two votes, and does the
20 one individual that holds both positions cast two
21 votes? There's some logistics that need to go a bit
22 beyond just adding that to it, and in effect, you are
23 doubling the voting strength of the SRAs in the
24 amendment if you give everybody two votes.

25 MR. BOUDA: John Bouda, North Carolina.

1 Speaking to Brooks' point, in the bylaws,
2 every state is supposed to have an SYRA and an SRA,
3 and if one person holds both hats, that's fine they
4 can vote twice since they are representing both the
5 youth and the amateur.

6 MS. BELL: There is a new part in this
7 that does say that if you are eligible to cast a vote
8 in more than one category, you can only cast it in
9 one category, so that would eliminate double, triple
10 voting.

11 MS. HUNT: MaryPat, it's also a fact that
12 all states do not have SYRAs, and Bruce's point
13 brings up a very good question. That is, in part, why
14 the SYRAs were not included in the electorate that
15 we're proposing. Rather than broadening the direct
16 representation for referees, adding in SYRAs adds to
17 the electorate more appointed people rather than
18 elected people and that was the reason for adding
19 more people that offer a broader representation
20 rather than another group of appointed people and
21 giving them another vote for the director's position.

22 MS. BELL: Yes.

23 Let's go over here, since you have
24 already spoken. Yes, sir.

25 MR. JAMES: Paul James from North

1 Carolina.

2 The gentleman that brought up the ADA is
3 right on point, unfortunately. Has anyone considered
4 that -- being a trial attorney with some familiarity
5 with that act -- if we pass something that has a
6 physical requirement in it, we are subjecting
7 ourselves to a challenge very quickly on that point
8 from anyone who couldn't meet those standards. If we
9 don't have something in it that allows us a
10 reasonable exception. Has anyone considered that
11 point in this amendment?

12 MR. COLLINS: With respect to the question
13 about the Americans with Disabilities Act -- John
14 Collins on behalf of the Federation -- U.S. Soccer,
15 with respect to all of its programs will look and
16 make a reasonable determination under the
17 circumstances to make itself available to those
18 people. Soccer is committed to the Paralympics and we
19 work with our elite athletes or athletes in as broad
20 base, as do all our organizations, and we regularly
21 see issues with respect to referees, and to the
22 extent that referees can do it, we will make whatever
23 reasonable accommodations are necessary for them.

24 If, even with reasonable accommodations,
25 they cannot do their job, then they are not subject

1 to the Americans with Disabilities Act, we would not
2 be in violation of it. U.S. Soccer looks at all of
3 these cases on a case-by-case basis, as is required
4 by the law, and will continue to do so. So I don't
5 believe there would be an Americans with Disabilities
6 Act issue, and U.S. Soccer would be working to make
7 sure that one did not arise.

8 MR. PAUL: MaryPat, with all due respect
9 to legal counsel, that would apply to performance on
10 the field. That has nothing to do with someone
11 serving on the Board of Directors, so if we put a
12 physical limitation on who can represent referee
13 interest on the Board of Directors, 98 percent of
14 them who do not have to take a physical to hold their
15 grade, that would not apply.

16 MR. COLLINS: The point is is the test
17 that would include it has to do with the performance
18 requirement. It does not -- there is not a physical
19 test for the Board of Directors. It's creating a
20 basis by which a representative body can be
21 determined, and given that we comply with it along
22 the way, to the extent that they can meet the
23 qualifications to enter the pool, we believe it would
24 not be a violation.

25 MR. PAUL: Well, I would respectfully

1 disagree with you, John, because basically, you are
2 setting a standard for representation on the board.

3 MR. COLLINS: Your disagreement is noted.

4 MR. PAUL: As the question was, was this
5 considered in the amendment, and the apparent answer
6 is no.

7 MR. COLLINS: The answer is yes.

8 MR. PAUL: You are advising the committee
9 making this policy on this issue?

10 MR. COLLINS: As has been done with
11 respect to all the things in the Olympic Movement, as
12 to how to treat it, how to use elite people as
13 representative bodies, it has been considered. And
14 we will do and we have advised them that we always
15 make consideration to make sure that we are in full
16 compliance with the American Disabilities Act, and we
17 will continue to make sure we are in full compliance
18 with the Americans with Disabilities Act. As with
19 all laws, the Federation attempts and works to comply
20 with those laws and it will continue to work to
21 comply with those laws.

22 MS. BELL: Okay. We are discussing the
23 Amendment to add SYRA. Any other discussion on adding
24 SYRA?

25 MR. CLARKSEN: Yes, I would like -- one of

1 the comments that was made that some states don't
2 have SYRAs, I understand that, but some states do not
3 have any referees at the grades level five or four or
4 three.

5 This does provide the state at least two
6 people, and that's why I made the amendment.

7 MR. BOUDA: MaryPat, John Bouda, North
8 Carolina.

9 If we wanted to be an inclusive
10 organization then we should include as many people
11 who would represent as many of our referees as
12 possible, and 98 percent of our referees are youth
13 referees. And the state youth referee administrators
14 are aware of their needs. That's why I think the
15 inclusion of SYRAs is important.

16 MS. BELL: Any other discussion on adding
17 SYRA? Yes, sir.

18 MR. DYSON: I'm Charlie Dyson from
19 Illinois.

20 I think the SYRAs should be added. In the
21 job description for the SRA and the IOS and the state
22 youth representative, it states that the SRA has many
23 obligations to all referees. It specifically says
24 that the state SYRA has all of the same obligations,
25 but to the referee grades which is the 7s and 8s, it

1 says specifically there that he is responsible
2 for the youth, representing the youth or the 7s and
3 8s, and that would be the youth group. And I think
4 that if we're going to pass this amendment, which I'm
5 not in favor of at all, we should at least have
6 representation in there, that goes to the youth.

7 MS. BELL: Thank you.

8 We will now vote on the amendment to the
9 amendment, which is adding the SYRA. Are you ready?
10 Please vote now.

11 MR. BENANZER: Voting will cease, three,
12 two, one.

13 MS. BELL: Motion passes, the amendment
14 passes. We will now vote on the amendment as amended.

15 MR. BOUDA: MaryPat, John Bouda, North
16 Carolina.

17 At this point, I would like to propose an
18 amendment. Is that in order?

19 MS. BELL: Sure.

20 MR. BOUDA: Ladies and gentlemen, on your
21 desks, on your tables when you came in this morning,
22 there is a substitute amendment. This is to avoid
23 confusion of what we had earlier on of A, B, C, D,
24 Subsection three, two one. And so on and so forth.

25 The reason for the substitute amendment,

1 currently, only the SRAs elect the national referee
2 representative to the National Board of Directors. We
3 are asking that the SYRAs be included, and that the
4 restrictions placed upon who can represent the
5 referees be removed as proposed by the Rules
6 Committee.

7 MS. BELL: John, I hate to interrupt you,
8 but I think we just voted to add the SYRA as one of
9 those people. Is this different from what we just
10 did?

11 MR. BOUDA: Yes, it is. This a substitute
12 amendment, which is in front of everyone at their
13 tables.

14 MR. GOAZIOU: That's what we just voted
15 on.

16 MR. BOUDA: This substitute amendment
17 removes the restriction on who can run. It allows
18 any referee who wants to be the referee
19 representative to run, and it does not restrict the
20 voting only to national referees, Grade 5s or higher.
21 The voting is just the SRAs, which is currently done,
22 and adding that youth element to the current election
23 process of the SYRA, so it's very simple. We are
24 asking that there are no restrictions placed on who
25 can run as representatives, and we are asking that

1 it's the SRAs and the SYRAs, who are fully
2 knowledgeable of the needs of all of the referees,
3 vote for the national referee representative of the
4 Board of Directors.

5 Thank you.

6 MS. BELL: So in the substitute amendment,
7 you are to be eligible to be in the director's
8 position, the only requirement would be to be a
9 registered referee?

10 MR. BOUDA: Correct.

11 MS. BELL: You are eliminating Grade 5?

12 MR. BOUDA: And above, correct.

13 MS. BELL: Nominations would be sent by
14 the SRA, SYRA, and you are eliminating the assessors?

15 MR. BOUDA: Instructors, assessors,
16 national instructors.

17 MS. BELL: National assessors, national
18 instructors?

19 MR. BOUDA: Correct. And Grade 5s and
20 above. So very simple, the SRA and the SYRAS elect
21 the national referee representative and there's no
22 restrictions on who can run as long as they're
23 referees.

24 MR. DYSON: May I ask for a
25 clarification?

1 MS. BELL: Rich?

2 MR. DE JANA: I just wanted to second.

3 MS. BELL: Any other discussion on the
4 substitute amendment?

5 MR. DYSON: I want to be clear. Are we
6 discussing now a substitute amendment? Has the
7 original amendment now been destroyed?

8 MS. BELL: No, it is on the floor, and Mr.
9 Bouda is putting forth a substitute amendment.

10 MR. DYSON: I would like to address that
11 now.

12 In order to address the substitute
13 amendment, it's necessary to refer back to the
14 original, because there are things that are there
15 that will make the substitute amendment far more
16 important. In the original amendment, the person that
17 possesses, that would be elected does not necessarily
18 have to be a referee at all.

19 I think the person being elected in that
20 position should be a referee. It says that: If in
21 their career of life they have ever achieved a level
22 of Grade 5 referee, they can now do that job. They
23 may have been a Grade 5 referee 30 years ago, and now
24 so far removed from representing referees that it
25 doesn't matter anymore.

1 From beyond that, I would like to address
2 the issue of only Grade 5 referees doing the
3 nominating and the electing because --

4 MS. BELL: At this time, the substitute
5 amendment, which we're discussing, does not mention
6 Grade 5.

7 MR. DYSON: It does not, but I'm saying
8 it's important that we adopt this or substitute an
9 amendment, because if we don't adopt it, we will be
10 back to voting on the original, and we will be back
11 to excluding so many referees.

12 As it is now, and as it would stay on the
13 substitute amendment, the SRAs and the SYRAs who are
14 elected by, appointed by the states to represent all
15 people in the state and represent all referees, they
16 would be doing the electing or the appointing -- the
17 electing that person. If that goes out and only the
18 Grade 5 referees are doing it, that would be maybe
19 two or three percent of all referees --

20 MS. BELL: Could we have it quiet, please?

21 MR. MC CORMICK: Point of order, please.
22 No one up at the head table has a copy of this that
23 we're discussing, and I would like to suspend the
24 conversations until we can have a copy available for
25 us up here as well.

1 MR. BUSCH: Tim Busch, Washington

2 Amateurs.

3 I have a procedural question. We were
4 voting on the proposed rule change from, that was
5 proposed by the Rules Committee initially and I
6 question whether or not the substitute amendment is
7 in order, because we were ready to vote on that, and
8 I would like a rule from the chair on that particular
9 issue.

10 MS. BELL: The substitute is an amendment
11 to what we were going to be voting on. He is wanting
12 to change the language of what is on the floor.

13 MR. BUSCH: I think it's a substitution.
14 To me, it's a total substitution.

15 MS. BELL: It is acceptable.

16 MR. DYSON: I will limit my comments then
17 to the substitute amendment. I'm in favor of the
18 substitute amendment. It gives representation to each
19 state equally. Some states do not have any Grade 5
20 referees or may not have any above. The substitute
21 amendment puts it right on the obligation of the
22 state presidents to appoint these people and to
23 represent all the people in the state from Grade 8
24 through Grade 1, and I'm totally in favor of the
25 substitute amendment, and I believe that most people

1 in the referee world would agree with that. Thank
2 you.

3 MS. BELL: Is there anybody who wishes to
4 speak against the substitute amendment?

5 MS. HUNT: I do, I'm behind you.

6 Well, John Bouda, my question directly to
7 you then, and to the rest of you who are in favor of
8 this is, are you saying that 55 appointed SRAs, and
9 fewer than 55, because each state does not have an
10 SYRA, so 55 people, and another group of up to 55
11 people only appointed, none of these people are
12 elected by more than 100,000 referees, that this
13 would be your electorate body?

14 MR. BOUDA: In answer to that, in an ideal
15 world, I would have all 108,000 referees vote.

16 (Applause.)

17 MR. BOUDA: Just as this National Council
18 meets to vote, but I understand it's logistically and
19 financially awkward for USSF to do that at this time.
20 My feeling is that we need to include everyone in the
21 game, since our purpose is to service the games. And
22 I don't see the youth being represented in the
23 current election process, and I don't see the youth
24 being represented in the Rules Committee proposed
25 amendment.

1 (Applause.)

2 MS. BELL: Anybody else opposed to this?

3 MR. BUSCH: MaryPat, Tim Busch from
4 Washington Amateurs.

5 I speak against the substitute motion. In
6 a perfect world, everybody can do everything. I would
7 love to be sitting with the athletes council. I wish
8 I was that kind of level player. It ain't going to
9 happen. But that's the world -- but you could invite
10 me.

11 Anyway, I do think that having the Grade
12 5 and having some level of expertise as a referee, as
13 one of the criteria is really important, and I
14 believe we've already addressed the SYRA issue when
15 we voted earlier, so I speak against the substitute
16 motion.

17 MS. HUNT: MaryPat, may I add one more
18 thing then? The Referees Committee's concern with
19 having only appointed people representing is it
20 provides no direct representation. We started this
21 morning's meeting with a plea from our friend of
22 Massachusetts for as much democracy as we can get.

23 That's exactly what the Referees
24 Committee amendment proposes to do. We propose, just
25 like the Federation is, to provide openness and

1 transparency into the process of the election of this
2 individual, your representative to this board. We
3 feel that it was very important to increase and
4 broaden the number of people and the direct
5 representation of over 100,000 people. We felt 55,
6 the way it was currently, that's why we offered to,
7 we wanted the SRAs to continue to have a vote and we
8 broadened it to the national assessors, the national
9 instructors, and then tried to bring in direct
10 representation for referees.

11 You are right, John. It is impossible
12 for the Federation to offer a vote to over 100,000
13 people. In a perfect world, that would be terrific,
14 but we're unable to do that currently, but we are
15 very concerned with the closed process that the
16 voting currently offers, and that's why we urge
17 everyone to reconsider, look at the amendment and
18 support it.

19 MS. BELL: Is there someone who hasn't
20 spoken?

21 MR. PAUL: Yes, and I have been waiting
22 patiently.

23 MS. BELL: Haven't you already spoken
24 once?

25 MR. PAUL: That was the AGM point dealing

1 with the ADA.

2 This is an entirely different point, and
3 this is in support of the substitute amendment, and
4 I'm an SYRA, of some 19 to 20 years' experience, a
5 former national referee, and a current national
6 assessor, so I have been at all of those levels. I
7 agree with Sandy that we need more direct
8 representation, but I agree with John, the only fair
9 way to do is that for 108,000 referees to get that
10 representation. To expand it to simply the 5s and
11 above, hands it to approximately at most 1100 people,
12 which is less than one percent, none of whom are the
13 youth referees. And the youth referees are
14 represented, granted they are appointed by the
15 states, and the states theoretically appoint the
16 youth referee administrator to deal with youth
17 referee issues, so they should be aware of those
18 referee issues, and when you can't get the 98 percent
19 of those referees represented directly, there's
20 representational referee representation by the SYRAs,
21 and those SYRAs, if they're doing their job, are
22 representing those youth referee issues. Now, they
23 are not elected and certainly, the Federation could
24 change that policy and have them elected, then it
25 would, in fact, be direct representation, but until

1 they do that, they're still the best group that has
2 the knowledge of those youth referees. And if simply
3 adding the SYRAs to a pool of approximately 1100,
4 massively dilutes that 98,000 referees representation
5 to only the elite referees, the Grades 5 and above,
6 most Grades 5 and above do not have much to do with
7 the youth. In our state, we're very fortunate, most
8 of our 5s and above actually do work some youth games
9 still, but by no means do they work the majority or
10 even close to the majority. They concentrate
11 primarily professional and top amateur, and that's
12 what those 5s and above will be representing, and if
13 that's what this body wants to do, that's well and
14 good. But if they want the youth referees included
15 in it, then the substitute amendment makes the most
16 sense because those 55 SRAs, and every state has the
17 ability to appoint SYRA, so they could have 55 youth
18 votes as well, then, gives those remaining 98,000
19 referees the most representation that they're going
20 to get, even if it's on an indirect basis. I think
21 that would speak strongly in support of the
22 substitute amendment as the best of two bad
23 situations.

24 (Applause.)

25 MS. BELL: With your approval, I will get

1 one more comment for and against, and then we can
2 move on voting on this substitute amendment.

3 MR. CARMODY: Madam chairman, I would
4 like to offer an amendment to the substitute
5 amendment. Dave Carmody for Connecticut.

6 I would like to offer an amendment to the
7 substitute amendment. Add one sentence at the end
8 that says: "Votes for the referee director shall be
9 apportioned to each eligible voting
10 member/organization based on the number of FIFA
11 certified referees who are members of each section
12 organization."

13 MS. BELL: Is there a second?

14 MR. CARMODY: What that does is takes away
15 the problem of representative, and gives proportional
16 representation.

17 MS. BELL: Thank you for your comments.
18 Tony, and then we will move on to vote.

19 MR. FALCONE: Tony Falcone, Maryland
20 Adults.

21 I would like to speak in favor of the
22 substitute proposal. First of all, if you look at
23 the original proposal, we're creating a caste system,
24 what's next? Only delegates with college degrees can
25 vote or hold office? What are we trying to do here?

1 We're a representative organization. All of us
2 represent our members, SYRAs, SRAs, represent their
3 referees and their states, okay? They will nominate
4 people for this position that they think are
5 qualified, and that they think will serve all the
6 referees in the country, that's why we should go
7 ahead and accept the substitute amendment.

8 MS. BELL: Sandy Hunt, and then we will
9 move onto the voting.

10 MS. HUNT: I just feel compelled to
11 address the comment over here, that elite referees
12 have no interest in people doing the youth games. I
13 strongly disagree with that. I don't believe that at
14 all.

15 MR. SCOTT: MaryPat, I think you wanted
16 this to be the last comment -- Kenyatta Scott from
17 Mississippi.

18 You got here with the SRA and the SYRA,
19 it seems like people are afraid of the
20 representation. If we want to have a little friendly
21 amendment here since everybody wants to amend
22 everything, that the nomination needs to be somebody
23 voted on within that state, and I think that leaves
24 it to the state's responsibility. We are very
25 confident in what our referee program has done here

1 nationally. Dr. Bob started out by saying we are
2 recognized around the world. We have referees that
3 are going everywhere. Those SRAs and SYRAS were in
4 place then and they will be in place in the future.
5 So I think it's kind of hard to say that we don't
6 know what it is that we need to do to get our
7 referees to the next level.

8 So the friendly amendment, what I am
9 saying, the substitute amendment I am voting for.
10 Let the SRAs and the SYRAS do the job that they have
11 been doing before this came to a vote.

12 MS. BELL: Okay. Let's vote.

13 MS. HARVEY: I'm going to suggest
14 something that might offer some clarification.

15 MS. BELL: Speak into the mic.

16 MS. HARVEY: Mary Harvey, Chair of the
17 Athletes Council.

18 First of all, the woman that's been
19 standing up, for those of you who don't know Sandy
20 Hunt, she's our most decorated female referee. She's
21 received the highest ratings, by the way, in every
22 World Cup she's ever officiated in, so I would just
23 like to recognize who has been speaking to you on
24 behalf of this today.

25 Okay. Secondly, I think there's two

1 issues here. One is who is eligible to be elected and
2 who is eligible to vote, and if you can bifurcate
3 those two, maybe this will make it easier. If you put
4 the increased restriction of a Level 5 or a state
5 referee, excuse me, or a SYRA or an SRA, in terms of
6 who is elected, but in terms of who votes could be
7 expanded. Again, there is some difficulties with
8 that.

9 MS. BELL: Are you offering an amendment?

10 MS. HARVEY: I'm just asking for people to
11 consider it. I don't have the wording for a specific
12 amendment, but that's one way to look at it.

13 UNIDENTIFIED SPEAKER: Madam chairman?

14 MS. BELL: Let's call the question. Okay.
15 We will now be voting on the substitute amendment. It
16 says "substitute amendment" at the top proposed by
17 North Carolina.

18 UNIDENTIFIED SPEAKER: Madam chairman, I
19 think this is a motion to amend the present
20 amendment.

21 MS. BELL: No, it is a substitute to the
22 amendment, and I will read under Section 2: "The
23 referee director to the Board of Directors shall be
24 elected in odd-numbered years," new language, "to be
25 eligible to serve in this director position, the

1 individual must currently be a registered referee.
2 Nominations for this director position shall be
3 submitted to the," new language, "Secretary General's
4 office by any state referee administrator or state
5 referee youth administrator. Ballots listing the
6 nominees (with a blank space for write-ins) shall be
7 sent within 30 days after the Annual General Meeting
8 of the National Council in odd-numbered years to all
9 state referee administrators and state youth referee
10 administrators." The nominations and the rest of it
11 is exactly the same as in the book. Ready to vote?
12 Please vote.

13 MR. BENANZER: Voting will cease in three,
14 two, one.

15 MS. BELL: The substitute amendment
16 failed. So now we are back to the original
17 substitute amendment with the words SYRA added.

18 Okay. Are we ready to vote on this one?

19 Okay. The language on this one, Section
20 2: "The referee director to the Board of Directors
21 shall be elected in odd-numbered years." New language
22 "To be eligible to serve in this director's position,
23 the individual must have obtained a Grade 5 or higher
24 badge within their referee career. Nominations for
25 this director's position shall be submitted to the

1 Secretary General office by any referee that
2 currently possesses or has possessed a license for
3 Grade 5 or superior grade. Ballots listing the
4 nominees, (with a blank space for a write-in) shall
5 be sent within 30 days after the Annual General
6 Meeting of the National Council in odd-numbered years
7 to all referees of Grade 5 or superior grade,
8 National Assessors, National Instructors, SRAs and
9 SYRAs. Each eligible voter may cast one vote per
10 election despite the fact that they may be qualified
11 to vote in more than one category." And the rest of
12 the language stays the same.

13 MR. DARLING: MaryPat, may I speak on
14 this?

15 MS. BELL: Quickly.

16 MR. DARLING: Okay, that's what I want to
17 do. Brian Darling, Kentucky. I'm a former national
18 referee, I'm a national assessor, I'm an SRA, and I
19 have been coming to these meeting for 20 years.

20 Four years ago, we came here and we met
21 to give the vote to the referee community. We wanted
22 to expand their representation. We took what was
23 proposed at that time and it's on the books, and we
24 said in time, we will come back and fix it. What we
25 have proposed today is band-aid legislation. It's not

1 really fixing it. It's like Mrs. Harvey spoke before.
2 We need to get the involvement of more and more of
3 our referee community into this situation and vote
4 and get the representation.

5 With that in mind, this legislation is
6 taking a step, but it doesn't go far enough, as I
7 said, it's band-aid legislation. We are losing
8 people here and their interest because we're creating
9 a tempest in a teapot in the referee community. I
10 therefore am opposed to this and we should come back
11 in a year with proper legislation, and I move to
12 table this amendment.

13 (Applause.)

14 UNIDENTIFIED SPEAKER: Second.

15 MS. BELL: I'm sorry. I have been informed
16 that you cannot table this.

17 You can only, what I have been informed,
18 you may only table for the same meeting. You may not
19 table for an additional meeting in the future. Are
20 we ready to vote on this?

21 MR. BECKMANN: MaryPat, Steve Beckmann,
22 from PA West.

23 And obviously, I'm somewhat new here,
24 because I did not realize that the referees that were
25 5s and above were elected. We have a complaint about

1 elected people or appointed people voting, the people
2 who are running the referees program throughout the
3 country. The SRAs and SYRAs are not elected.
4 There's only 100 of them or 55 plus, whatever number,
5 but I don't know how many referees that are Grade 5
6 and above are elected. Can anybody here tell me that?

7 That was the number one problem that they
8 were not elected people that were going to vote.
9 Now, we are voting for people who are not elected,
10 who are only doing, in most cases, the professional
11 games, who are only really responsible to
12 professionals. We're putting them on the board
13 again.

14 MS. BELL: Thank you.

15 MR. BECKMANN: I think we should vote
16 against it.

17 MS. BELL: Okay. And on that, let's vote.

18 UNIDENTIFIED SPEAKER: Call the question.

19 MR. PAUL: In regard to this memo, again,
20 I would speak against it, because if we simply defeat
21 this and it does require two-thirds to pass, the
22 current policy stays in effect, which is that the
23 SRAs will elect the next NBOD referee representative,
24 and in that case they are the administrators
25 currently handling most of the referee issues in all

1 of the states.

2 And by the vote on there, on the
3 substitute amendment as close as it was, basically,
4 51 to 55 or 45, whatever it was, they were pretty
5 close. They were nice and together. It would appear
6 that we have a pretty divided issue here, and if
7 nothing else, simply defeating this motion, remains
8 as a status quo which is that the SRAs will elect the
9 next NBOD representative for the next two years. And
10 we can come back, as Brian suggested, and fix this
11 more properly with direct representation including
12 those 98,000 youth referees who have no
13 representation.

14 MS. BELL: Thank you.

15 MR. BUSCH: MaryPat, call for the question
16 on the vote, please.

17 MS. HUNT: I wanted to just say that I
18 think the Referee Committee can support the inclusion
19 of the SYRAs. The only reason that they were not
20 included in the beginning is that we already had an
21 appointed group. So I would -- I am going to vote
22 for this, and I believe that you will see the other
23 member of the Referee Committee vote for this well.

24 MS. BELL: Okay. At this point, we
25 will vote. Can we have it on the screen, please?

1 UNIDENTIFIED SPEAKER: MaryPat, as a point
2 of clarification, what are we voting on? Is it to
3 table?

4 MS. BELL: We are on the main motion as
5 amended with the addition of SYRA.

6 Bylaw 412, Section 2, please vote.

7 MR. BENANZER: Voting will cease in three,
8 two, one.

9 MS. BELL: Motion is defeated.

10 The next amendment is Section 3, Bylaw
11 Number 412, Page 16. Is there a motion to adopt?

12 UNIDENTIFIED SPEAKER: So move.

13 UNIDENTIFIED SPEAKER: Second.

14 MS. BELL: Discussion?

15 MR. MILDER: Harlan Milder, Nebraska
16 Youth.

17 I have handed an amendment to MaryPat,
18 and it reads this: To insert "after A license" --
19 of course I have got the bad copy here and bad
20 eyes -- the Federation National Youth License, in
21 both instances, so that it would allow the national
22 federation youth license as well as the A license.

23 Do you need a better explanation?

24 MS. BELL: Yes.

25 MR. MILDER: In two situations there, it

1 limits, like the previous amendment on the floor, the
2 membership, the people that can vote from all the
3 members of the coaches association to just the A
4 license. This would add to the A license coaches,
5 members that have qualified or received the National
6 Youth License as well.

7 MS. BELL: Any other discussion? Okay.
8 Then we will vote on the amendment to the amendment,
9 which is inserting after A license, "Federation
10 National Youth License" in both locations.

11 MS. HARVEY: Is there a second on that?

12 MS. BELL: Yes, there was. Some
13 discussion back here. Will you explain that, then?

14 MR. COLLINS: Could I ask, that was for
15 the Federation National Youth License, is that who
16 would in addition be voting?

17 MR. MILDER: That's correct.

18 MR. COLLINS: Approximately, do you know
19 who that represents? How many coaches?

20 MR. MILDER: No.

21 MR. COLLINS: Because from a logistical
22 point of view, and the reason that this amendment has
23 been made, is the coaches association database, there
24 really isn't one, and what has been used is the A
25 licenses, and this brings it in. And from my

1 understanding, there is no database by which to
2 conduct an election that would involve the National
3 Youth license coaches.

4 MR. MILDER: It's only been offered for
5 two years from now. I can't hardly believe --

6 MR. COLLINS: Is this the youth
7 instructors you are talking about?

8 MR. MILDER: No, the youth national, the
9 Federation National Youth License. That's reflecting
10 something right here.

11 MS. BELL: Okay. Let's vote.

12 We will be voting on the amendment, that
13 inserts "Federation National Youth License" in both
14 sections. So it would say: To be eligible to serve
15 in this director's position, the individual must
16 currently possess a minimum Federation Coaching A
17 License, Federation National Youth License or
18 superior, if any.

19 MR. ABBOTT: MaryPat, some people did vote
20 when the screen first came up. Can we ask that the
21 machines be cleared, and then you all vote in the
22 same time frame because we may have votes that are
23 sitting there for two or three minutes.

24 MR. BENANZER: For point of clarification,
25 on your keypads, it's not necessary to do any

1 clearing. It's the last vote that you put in on that
2 keypad until we shut it off, that is what counts. So
3 if you vote yes or no, the last time, you put it in
4 until we shut the voting machine off, that's what
5 counts.

6 MS. BELL: So we're voting now on the
7 amendment to the amendment.

8 MR. FALCONE: MaryPat, point of
9 clarification. Tony Falcone, from Maryland Adult.

10 Could someone please explain as to how
11 you weigh an A license to a National Youth License,
12 because we have language that says an A License or
13 superior, and then is a National Youth License, is
14 that equal to an A license or is it less? You know,
15 the language, just does not make any sense.

16 MS. BELL: I don't believe -- I don't know
17 where it ranks. The "superior" was left in, I think,
18 in case something else came along that would be of a
19 higher license, and then it would be included in the
20 bylaw.

21 MR. KRAUTH: Point of order. MaryPat.

22 This has been going on now for the last
23 two votes that we have had. You've called for the
24 vote, and then you have allowed discussion; it's
25 confused us. We have had to revote. Would you mind

1 not having any discussion after the vote is called,
2 please?

3 MS. BELL: That's fine.

4 MR. BENANZER: The voting will cease in
5 three, two, one.

6 MS. BELL: The motion fails.

7 The amendment fails, I'm sorry. So, now,
8 we are voting on the main motion.

9 UNIDENTIFIED SPEAKER: Can I speak against
10 the motion?

11 MS. BELL: Yes, state your name.

12 MR. SCHERER: Paul Scherer, Idaho Amateur.

13 I would like to speak against this
14 proposal. I think we just disenfranchised a lot of
15 referees in the referee proposal, and with this one,
16 at the convenience of the Federation -- because they
17 don't have a database on coaches -- we are saying now
18 that the 16,000 supposed votes, coaches, let's not
19 give them a vote, let's make that a smaller number.
20 I think just because of their convenience, I don't
21 think we should disenfranchise any coaches. What's
22 wrong with having a national coach, whether it's a C,
23 B or an A still involved in choosing who should
24 represent them?

25 MS. BELL: Anyone speaking in favor?

1 Nobody is speaking in favor? We will vote on Bylaw
2 412, Section 3. Please vote.

3 MR. BENANZER: The voting will cease in
4 three, two, one.

5 (Motion defeated.)

6 MS. BELL: The motion failed. Okay.

7 The next amendment, Bylaw 431, Section
8 1(a) and (c) Bylaw 431, Section 4. Is there a motion
9 to accept?

10 MR. GOAZIOU: So move.

11 MS. BELL: Do I hear a second?

12 UNIDENTIFIED SPEAKER: Second.

13 MS. BELL: Discussion? Hearing none, we
14 will vote, Bylaw 431, Section 1(a) and (c), Section
15 4. Please cast your votes now.

16 MR. BENANZER: Voting will cease in three,
17 two, one.

18 MS. BELL: Motion carries, 80 percent to
19 20.

20 The next amendment, Page 20, Section 1,
21 Bylaw 704. Do I hear a motion to accept?

22 UNIDENTIFIED SPEAKER: So move.

23 UNIDENTIFIED SPEAKER: Second.

24 MS. BELL: Yes, discussion?

25 MR. BURTON: David Burton, Region 3

1 Director.

2 I move that Bylaw 704, Section 1(b) be
3 amended as follows: Replace "a reasonable amount
4 determined by the Board of Directors" with "an amount
5 equal to the appeal fee set up under Bylaw 705."
6 That's so that the appeal fee, and this grievance fee
7 would be the same amount. I got it in writing.

8 MS. BELL: Is there a second?

9 UNIDENTIFIED SPEAKER: Second.

10 MS. BELL: Discussion on the amendment.

11 MR. STANGA: Yes, Jeff Stanga, Cal North.

12 That's almost exactly what we had written
13 down here too, to put the words of at least \$300
14 after that.

15 MS. BELL: That would be an amendment.

16 MR. STANGA: A reasonable amount of at
17 least \$300.

18 MS. BELL: That's not in order at this
19 time.

20 MR. FLAMHAFT: I would like to address the
21 original motion.

22 MS. BELL: We're addressing the amendment
23 at the moment.

24 MR. PAUL: I would like to address the
25 amendment. Region 3 Youth discussed this yesterday

1 and the reason it was put in there is to make sure
2 that it is equal and fair for anyone appealing,
3 either under the grievance procedure or the appeals
4 procedure, that the fee is set the same. Because as
5 it is now, the grievance could be set at any level
6 that's considered reasonable up to several million
7 dollars, if you chose, and the appeal fee is 300. If
8 the appeal fee is reasonable, then the same thing
9 could be held with the grievance, so we simply said
10 is whatever the appeals fees is set to be, that's
11 what this grievance fee was set to be.

12 MS. BELL: Okay, thank you. Mary.

13 MS. HARVEY: I'm also on the budget
14 committee, so I think about how much things cost.

15 I would like from Allison or John, how
16 much is the cost to adjudicate a grievance more than
17 to adjudicate an appeal? And if so, why, and what
18 order of magnitude is it more costly and why?

19 MR. COLLINS: Grievances are far more
20 expensive than appeals. Appeals have been primarily
21 adjudicated at the local level or the state level,
22 and then there is a record prepared. A record is
23 sent up to Soccer House. It's distributed to a
24 three-person hearing panel, and then they meet and
25 decide, generally based upon the written record that

1 they have received.

2 A grievance is an initial hearing at the
3 Federation level, which requires five people to be
4 appointed, a person from the Executive Committee,
5 there is an in-person hearing, a number of people
6 usually fly to these things. There's a number of
7 conference calls beforehand. You have hotel stays,
8 other things, the costs are significant.

9 In some matters, they have been forced to
10 have typed transcripts, which cost thousands of
11 dollars. So the cost of a grievance is significantly
12 greater than that.

13 I don't believe that the Federation would
14 be setting any -- the reason that the word
15 "reasonable" was added is there was no indication or
16 belief that they should set something that should
17 preclude anybody from having the ability to file a
18 grievance.

19 Also in evaluating whether or not the fee
20 should be identical to an appeal, it should be
21 remembered that before a matter gets to a Federation
22 for an appeal, there have been usually, a number of
23 other levels of appeal, which have included fees
24 beforehand. So, if you look at the price of getting
25 to the Federation, they have usually spent anywhere

1 from 150 to \$200 for a state appeal, and possibly
2 some at the lower level for appeal, so if you look at
3 the aggregate cost, it would be higher.

4 When this matter was discussed, and the
5 people have looked at it, the expectation is that it
6 will probably be a \$300 fee or a \$500 fee at the
7 highest. A comment that millions of dollars would be
8 a reasonable fee -- I would love to listen as to how
9 that was reasonable. That's certainly not anybody's
10 expectation. But it was not a desire to have it set
11 exactly at \$300, given the economics of what a
12 grievance means. But certainly, the Board, in
13 considering what is reasonable would make sure that
14 the fee would not put a chilling effect on any type
15 of grievances.

16 It also should be noted that the reason a
17 fee was desired is currently there is no fee, and
18 there has been attempts by people to circumvent the
19 appeal process and not have to pay any appeal fee
20 either to the state or to the Federation by filing a
21 grievance, which generally was inappropriate, but
22 still costs thousands of dollars for the Federation
23 to get to that decision. So this is a method to make
24 sure that people bring the right claims through the
25 right channels.

1 MS. BELL: Any other discussion on the
2 amendment?

3 MR. FLAMHAFT: The original amendment?

4 MS. BELL: No, we're talking on replacing
5 a reasonable amount to be determined by the Board of
6 Directors with an amount equal to the appeal fees set
7 under Bylaw 705. So we will now vote on the amendment
8 to the amendment.

9 UNIDENTIFIED SPEAKER: MaryPat.

10 MS. BELL: Are you speaking to the
11 amendment?

12 UNIDENTIFIED SPEAKER: There is an
13 amendment on the floor right now.

14 MS. BELL: Correct. Okay.

15 We will be voting on the amendment that
16 was just proposed, the amendment to the amendment.
17 Please vote.

18 MR. BENANZER: The voting will close in
19 three, two, one.

20 MS. BELL: The amendment to the amendment
21 passes. We will now vote on the main motion as
22 amended. Any discussion? Steve?

23 MR. FLAMHAFT: Yes, Steve Flamhaft, New
24 York.

25 I'm troubled by the proposal itself, and

1 the rationale. It appears that the rationale suggests
2 either a lack of good faith or a lack of knowledge of
3 appellate procedures of the filing of the grievances.

4 The fee requirement specifically applies
5 to membership requirement grievances, but does not
6 apply to Section 703 grievances, opportunities to
7 participate. If this requirement for fees is to
8 discourage grievances, I urge rejection. It appears
9 to be discriminatory in its application.

10 MS. BELL: Okay. Any -- yes?

11 MR. GREGORY: MaryPat, Frank Gregory,
12 AYSO.

13 I would propose to amend the amendment by
14 allowing the winner of the grievance to collect the
15 grievance fee from the losing party. So I would
16 propose to add a sentence at the end of (b) that says
17 the grievance fee shall be paid by -- the winner of
18 the grievance shall be reimbursed the grievance fee
19 if the grieving party is the party that won.

20 MS. BELL: Is there a second?

21 UNIDENTIFIED SPEAKER: Second.

22 MS. BELL: Would you do that in writing,
23 so I can read it back?

24 MR. GREGORY: Trip me up. Yes. The final
25 sentence, a sentence would be added to state: The

1 grievance fee shall be awarded to the prevailing
2 party.

3 MS. BELL: Shall be awarded to the
4 prevailing party.

5 MR. COLLINS: Fred, who is awarding this
6 fee under your proposal?

7 As I understand your proposal, you want
8 the loser to receive the fee? The loser may not have
9 paid the fee. This is a very, very dangerous
10 precedent, because it somewhat equates to the
11 Federation awarding monetary damages, which could
12 potentially cause other liabilities for the
13 Federation. And I would speak against this.

14 It's very clear in our bylaws, with
15 respect to the appeals fee, that the fee is binding,
16 and the fees, since it's going to be the same as the
17 appeals fee, if this passes, based on the last
18 amendment, those fees and expenses incurred by the
19 Federation far exceed any costs, far exceed the fee
20 here -- the cost of the proceedings far exceed the
21 fees. These are used in some way to offset the
22 expenses of the Federation, in doing these. And so
23 now we're giving the fees potentially to a party that
24 did not pay them to begin with equates to almost
25 monetary damages, which I would strongly discourage.

1 MR. GREGORY: The purpose of the amendment
2 is to avoid the creation of a hurdle, so that as the
3 gentleman said, you are potentially reducing the
4 effectiveness of the grievance system.

5 MS. BELL: Any other discussion on the
6 proposed amendment to add the grievance fees shall be
7 awarded to the prevailing party; is that correct?
8 Okay. We'll vote on the amendment to the amendment.
9 Please vote now.

10 MR. BENANZER: Voting closed in three,
11 two, one.

12 MS. BELL: The amendment fails.

13 We will now vote on the main motion. No
14 discussion? Can we set up for voting on 704 Section
15 1. Please vote now on the main amendment as amended.

16 MR. BENANZER: Voting will close, three,
17 two, one.

18 MS. BELL: Motion passes.

19 Next amendment, Section 1 of Bylaw 705.
20 Is there a motion to adopt?

21 UNIDENTIFIED SPEAKER: So move.

22 MS. BELL: Second?

23 UNIDENTIFIED SPEAKER: Second.

24 MS. BELL: We got one more after this. Any
25 discussion?

1 UNIDENTIFIED SPEAKER: Question.

2 MS. BELL: Okay. We're ready to vote on
3 Section 1 of Bylaw 705. Please vote now.

4 MR. BENANZER: Voting will close in three,
5 two, one.

6 MS. BELL: The motion passes.

7 We will now go to our next amendment, and
8 last. Page 23, Bylaw 705, Section 1, Policy 705-1,
9 proposed by the United States Youth Soccer
10 Association. Is there a motion to adopt?

11 UNIDENTIFIED SPEAKER: So move.

12 MS. BELL: Second?

13 UNIDENTIFIED SPEAKER: Second.

14 MS. BELL: Discussion? Ready to vote?

15 MR. PAUL: 705, where it says --

16 MS. BELL: I'm sorry.

17 MR. PAUL: It repeats the word "shall
18 hear," instead of "shall consider," what we just
19 changed in the other one.

20 MS. BELL: It would change it in this one.

21 MR. PAUL: Okay.

22 MS. BELL: Under Bylaw 705, if you look at
23 Page 23, Section 1, it will say: "The appeals
24 committee shall consider," because we just adopted
25 the word "consider" in the previous motion.

1 Page 23. Okay. Are we ready to vote?

2 Please vote.

3 MR. BENANZER: Voting will close, three,
4 two, one.

5 MS. BELL: Motion passes. Thank you very
6 much for your time and your consideration and your
7 patience.

8 (Applause.)

9 PRESIDENT CONTIGUGLIA: I'm going to
10 declare a ten-minute recess, but first I want a vote
11 by acclamation that we charge lawyers at least \$100 a
12 minute --

13 UNIDENTIFIED SPEAKER: A word.

14 PRESIDENT CONTIGUGLIA: -- or a word when
15 they're talking about the rules.

16 (Applause.)

17 (Brief recess taken from 11:10 to 11:30
18 a.m.)

19 PRESIDENT CONTIGUGLIA: Could we get
20 everyone seated, please? We have a lot more fun
21 ahead of us.

22 We wish to call the meeting back to
23 order. The next item on the agenda is Affirmation of
24 the Policies passed by the Board of Directors. You
25 have policies 601-4, 601-6, 705-1 in your book, and

1 you have been given today copies of Policies 431-1,
2 521-1, 531-8 and 531-9. I will ask for a motion to
3 accept the policies as submitted.

4 UNIDENTIFIED SPEAKER: Mr. President --

5 PRESIDENT CONTIGUGLIA: Can I have a
6 second to the motion first?

7 UNIDENTIFIED SPEAKER: Second.

8 PRESIDENT CONTIGUGLIA: Are there any
9 objections? The motion has been moved and seconded.
10 What is the objection?

11 MR. FRISOLI: Mr. President, I would like
12 to move to amend Policy 521.

13 PRESIDENT CONTIGUGLIA: Excuse me, Larry.
14 I'm going to ask what policy you want to amend and
15 ask if there are any other policies we want to amend,
16 and then we can pass the ones we don't want to deal
17 with.

18 MR. FRISOLI: So 521.

19 PRESIDENT CONTIGUGLIA: 521 on
20 international games. Are there any others that people
21 wish to address? If not -- Steve, you are not a
22 delegate. I don't think you can speak, but I will let
23 you speak.

24 MR. FLAMHAFT: That would be nice.

25 PRESIDENT CONTIGUGLIA: Nice Italian boy

1 from New York, I will let you speak.

2 MR. FLAMHAFT: I would like to address
3 705, Section 4, at the appropriate time, please.

4 PRESIDENT CONTIGUGLIA: 705.

5 MR. FLAMHAFT: Section 4 specifically, at
6 the appropriate time, please.

7 PRESIDENT CONTIGUGLIA: So the two to be
8 addressed are 521 and 705. Are there any others that
9 people wish to address? If not, I will ask for a
10 voice vote. Please say aye, and we will approve the
11 others and move on to the ones that you wish to
12 address. By assent, we pass those.

13 Okay. Let's go to Bylaw 521-1 to 521-3.
14 I will first recognize a motion to put it on the
15 floor. Brooks, a motion to approve?

16 MR. MC CORMICK: A motion to approve.

17 PRESIDENT CONTIGUGLIA: Second?

18 UNIDENTIFIED SPEAKER: Second.

19 PRESIDENT CONTIGUGLIA: Now discussion.

20 MR. FRISOLI: Mr. President, I would like
21 to make a proposal to amend Policy 521 according to,
22 in the following way: To delete in its entirety
23 Section 3; to delete in Section 4, the words "not
24 included in Section" --

25 PRESIDENT CONTIGUGLIA: Do you have this

1 written, Larry?

2 MR. FRISOLI: I have it written, oh, yeah.

3 PRESIDENT CONTIGUGLIA: Can you give us a
4 page number?

5 What we're doing, folks, is please turn
6 on this handout, Page 12, you have before you the
7 policy. It regards international matches. Larry,
8 now you may read your amendment.

9 MR. FRISOLI: To delete Section 3 on Page
10 12 in its entirety, and to delete in Section 4 the
11 words "not included in Section 3 above." The effect
12 of which will leave the common fee structure of
13 international games as it exists today.

14 PRESIDENT CONTIGUGLIA: Is there a second
15 to the amendment?

16 MR. TRAPIKAS: Second.

17 PRESIDENT CONTIGUGLIA: Okay, there's a
18 second to the amendment. Is there anyone that wishes
19 to speak for the amendment?

20 MR. ABBOTT: Mr. Chairman, Bob Abbott,
21 Louisiana.

22 What has happened here is the board has
23 adopted a policy based on the presumption that a fee
24 schedule that has been proposed will be adopted. So
25 you got the cart before the horse.

1 There's going to be a proposal on the fee
2 schedule with reference to the international games
3 that is going to come up when we get to that item of
4 the agenda and that is the reason, I believe, for
5 this amendment to the policy.

6 PRESIDENT CONTIGUGLIA: What I would say
7 is if this amendment passes, then it would affect the
8 resolution as we go forward.

9 MR. ABBOTT: That would be great. So let's
10 pass the resolution.

11 PRESIDENT CONTIGUGLIA: Are there any
12 other comments regarding -- let someone else speak
13 first.

14 MR. FRISOLI: I just want a comment to why
15 I made proposal at some point.

16 PRESIDENT CONTIGUGLIA: Okay. Larry, go
17 ahead, comment on your amendment.

18 MR. FRISOLI: I'm going to talk to the
19 athletes, particularly. Every year in the state of
20 Massachusetts, we receive from the international
21 games, a certain sum of money; it's about \$10,000.
22 What Massachusetts does with their \$10,000 is what
23 almost every other venue does with the money we
24 receive into international games. First, we buy
25 season tickets to Major League Soccer, a big block.

1 Second, we take the rest of that money, and we use it
2 to fund our state select team program.

3 Now I understand that a lot of people go
4 to Division 1 colleges, and from there, they get the
5 professional clear launch in this country, and we
6 have a national outreach program also to identify
7 talented youth among the Youth Soccer Association,
8 but not everybody who plays soccer in this country
9 somehow gets an opportunity to compete through those
10 programs and systems.

11 Every year people come -- at least in my
12 state association, to our select team program, and a
13 lot of them go into the USFL or once in awhile, a
14 couple end up in the revolution, like Shaker Assard,
15 who was in a three decker in Summerville two years
16 ago, waiting on tables, and now he's getting to start
17 some games.

18 If the money for the international games
19 is taken away from Massachusetts, and from the other
20 states -- and it's not a lot of money; it's a small
21 amount of money in the total budget -- what will
22 happen is there is no money then to buy season
23 tickets to encourage Major League Soccer, and there's
24 no money to fund the select team program on behalf of
25 the adults.

1 There's a lot of people that come to this
2 country that immigrate, spend a few years here and
3 start playing in adult leagues, and somehow then get
4 an opportunity to compete and some continue to make
5 it to the professional level.

6 I'm here not to speak to the money,
7 because basically if you take the money away from me,
8 you save me a lot of work -- because I lose weeks of
9 the select team program every year of my time,
10 getting the uniforms, helping the coaches get
11 together. I save myself a lot of time -- but what I
12 will lose here is -- and what I think I'm obligated
13 to stand here and say today is -- I will lose my
14 responsibility to get out there and talk for those
15 people who are part of the total soccer family in
16 this country that will lose their opportunity to
17 compete. That's why I'm making the proposal.

18 I suggest to all of you that you really
19 think about the dollar amount that we're talking
20 about. It's not a lot to the United States Soccer
21 Federation, but it has a big effect on offering
22 soccer professionally to have a chance to compete to
23 everybody.

24 PRESIDENT CONTIGUGLIA: Bill Goaziou.

25 MR. GOAZIOU: I'm not quite sure where

1 there's no certain amount of money involved, from
2 '98, '99, the year 2000, we're not even talking about
3 this year, we paid out the state associations,
4 amateur and youth, \$1,355,000, so you divide it by
5 three, that's a lot of money, that's not a little bit
6 of money we're talking about.

7 Now, I don't have a problem paying
8 people, if they do work, if they sell tickets and the
9 rest, but when you take two and a half percent of
10 gross off the top with no work to be done and just be
11 paid the money, just because it happens to be in your
12 state, I don't think there's equity in that, okay?
13 And that's the reason why this fee is removed,
14 because Massachusetts, counselor, you got paid
15 \$62,000 paid in a period of three years, so
16 Massachusetts amateurs did all that.

17 PRESIDENT CONTIGUGLIA: I'm sorry, you are
18 out of order, Larry. I will let you speak in
19 rotation, please. Let me get everyone, and then you
20 can respond. Burton.

21 MR. HAIMES: Burton Haimes.

22 I was a member of Bill Goaziou's
23 Strategic Input Committee, and the committee
24 recommends this proposal as really a compromise. As
25 you can see, it's a phase-out over a few years. It

1 was part of the recommendation for the 50 cents
2 increase in fee for the youth.

3 I would point out to you that if there
4 is -- if there is actual work done, people do get
5 compensated for it. This is just something off the
6 top. And something else that's important is that
7 this fee really affects very few states, because we
8 don't put games in all of the 50 states and -- or the
9 55 state associations, so it really isn't fair, in
10 the sense that it doesn't allocate the USSF resources
11 across the board to all the state associations the
12 way I think it should be.

13 So it's very hard to pull this part of
14 the revenue generator, and the reason for the 50 cent
15 fee, you could have seen a 75 cent increase in fee if
16 you didn't have this, or some other compromise. But
17 I would hate to see one part of this fee being taken
18 out. Thank you.

19 MR. SHORT: Rod Short, Cal South Youth.

20 I speak in favor of this change. Early
21 on today, we talked about how, you know, we want to
22 meet the challenges or developing more youth players
23 and all of that. Elimination of these funds, I can
24 tell you from Cal South's perspective, will make a
25 significant impact in our ability to identify and

1 develop players. And I don't want to belabor a
2 point, but I would also add that I do have to take
3 exception to the comment about saying that we don't
4 do anything.

5 I know from my own personal experience,
6 I've made several requests to get involved on selling
7 tickets and promoting games, and have gotten no
8 response back, so it's not for lack of trying on our
9 end to contribute to that, believe me.

10 PRESIDENT CONTIGUGLIA: Thank you. Cal
11 North.

12 MR. OLIVAS: Ric Olivas, Cal North.

13 I have to take exception to Mr. Goaziou's
14 comments that we don't do anything to earn this
15 money. Cal North will be celebrating a hundred years
16 of existence this next year. I guess we keep the
17 games alive in the United States so that there is a
18 market for these games.

19 The other comment that I have is Cal
20 North has a great tradition of sending a lot of teams
21 on to national championships, and we have placed
22 members on the national team directly from our select
23 program. And they have been identified, not through
24 the colleges, but through our select program, and we
25 will be hurt very badly if that money is taken away.

1 PRESIDENT CONTIGUGLIA: In the back.

2 MR. ZAGRELLI: Yes, John Zagrelli from
3 New Jersey.

4 I want to speak against this proposal,
5 and also I want to reply to the gentleman who says
6 when you do nothing, you don't deserve nothing.

7 In New Jersey, two weeks ago there was a
8 game, an international match staged at the Giants
9 Stadium, and the state association didn't know
10 nothing about it until after the game was played,
11 which means that the Federation not even have the
12 courtesy to inform us that there was an international
13 match. We not even know who hosted this game, and
14 they bypassed us by left and right. How can we get
15 involved in a game when we not even know that there
16 was a game was scheduled to playing in our own state?

17 PRESIDENT CONTIGUGLIA: Thank you.
18 Mavis, and then behind me, Brooks, and then Bob
19 Palmeiro. And then if there are no other speakers
20 who want to speak first, I will recognize Larry.

21 MS. DERFLINGER: I'm going to speak in
22 favor of Larry's amendment. I think we need to take
23 a look at a little bit of history and think which
24 came first, the chicken or the egg? I can tell you
25 which came first, the chicken. That was the state

1 associations that worked hard to put on international
2 games, that created the environment that now
3 encourages all of the people to come to the
4 international games. The Federation was more than
5 happy to let them do all the work in those days.

6 Now that the Federation is solvent and
7 affluent, they want to take all the credit and become
8 the egg. So I think that we need to remember where
9 the egg came from in the first place, that was the
10 chicken, and that was the state associations that
11 began the national games program many years ago. The
12 Federation has a history. We should honor that
13 history and continue it. Thank you.

14 MR. MC CORMICK: All the points that
15 everyone has made are very true, they're very
16 accurate, but I think if you take the history of
17 what's gone over the last two years, there was a fee
18 increase that was proposed a little less than two
19 years ago when we were down in Louisiana. There has
20 been a lot of discussion over that. There have been
21 committees between the adults and the amateurs who
22 have met and have discussed it. There was a basic
23 proposal that came out that was then sent to the
24 Strategic Input Committee. They met. Everyone had
25 input into that. There was a business plan that Dan

1 Flynn put together and brought forth. There were
2 funding levels established that we all agreed on for
3 projects that we want to do.

4 And then the question was, "How are we
5 going to pay for those projects and fund those?"
6 There's not a money grab being made here. The money
7 for the games that the Federation -- national teams
8 play games where the Federation has contracts with
9 national teams from other countries and they promote
10 the games that are actually promoted by U.S. Soccer,
11 that they're still going to collect the 10 percent.
12 That money is going to come into the Federation and
13 help fund the programs that you people have approved.

14 I'm from Florida. We have gotten some of
15 that money in the past. That chunk of the money is
16 going into the pot and it's not being taken away from
17 the state associations, it's been taken away from
18 eight or ten states because the Federation has the
19 responsibility and is doing the work, and it's being
20 spread out to help cover the financial burden of
21 every state that's represented in this room.

22 Now, what came from the Strategic Input
23 Committee was over three years to completely
24 eliminate international game fees, and when this came
25 up at our last board meeting, I spoke up and said

1 that there are games that are being passed over
2 because USSF does not have the staff to be out in
3 every venue in every state and keep track of games.
4 And we had some discussion on that, and I worked with
5 Dr. Bob, with Dan, some other people on the National
6 Board of Directors, and we came up with a compromise
7 that all other games, the state that's involved and
8 is doing the work gets the money for the games.

9 So the money is not being taken away by
10 the state associations. By an almost two-year
11 process some of that money, which the Federation is
12 the risk-taking entity and the entity doing the work,
13 is being spread out to the benefit of all of the
14 associations in this room. And the games where we
15 have the responsibility to be the eyes, ears, and
16 agent of U.S. Soccer out in the field, we are still
17 going to get that money.

18 And based on that, I -- that doesn't go
19 against what Mavis has said or anyone else. No one
20 is trying to say state associations haven't done
21 their job. We aren't saying there isn't a place and
22 that they need to be active in promoting these games
23 and helping bring them to the Federation. We just
24 need to have some balance between the responsibility
25 and the work that's done, the fee that's collected,

1 and the other money is going to the benefit of
2 everybody.

3 So I'm speaking against the amendment and
4 in favor of the compromise that was reached and
5 brought forth today from the international board of
6 directors.

7 PRESIDENT CONTIGUGLIA: Bob Palmeiro.

8 MR. PALMEIRO: I hear Brooks' opinion. I
9 speak against the amendment. 8 out of our 55 youth
10 states received 80 percent of this money. There are
11 47 other states out there that are getting virtually
12 nothing, and the same thing happens on the amateur
13 side. So half a million dollars on the year. And I
14 disagree with Mavis when she says that the Federation
15 is solvent, that the Federation is affluent. The
16 Federation has a structural deficit of \$1.7 million.
17 It is far from affluent. In order to run our
18 programs, in order to run our national team programs,
19 we must finance it. That \$500,000 is the total
20 amount surplus that will wind up next year in the
21 Federation if we pass the entire fee package.

22 I mean do we want to be back here in two
23 years and have another fee increase? And while I do
24 understand how Cal South would be hurting, Cal North
25 and New Jersey and Massachusetts, those eight states,

1 we have to think about the 47 states that also run
2 select teen programs, also run youth programs without
3 the benefit of that money. And I don't think it's
4 fair down the road to ask those states for an
5 additional increase so that a handful of states can
6 sit there and collect half a million dollars. So I
7 speak firmly against that motion.

8 Thank you.

9 PRESIDENT CONTIGUGLIA: I will go here,
10 in the back, Bob, I still have to leave you to let
11 everyone have a first chance to speak, Larry, and
12 then you can speak again. So I will start over here.

13 MS. ORR: Thank you. Rochelle Orr, from
14 Minnesota Youth Soccer Association.

15 I just want to point out that we just
16 finished hosting the U.S. Women's National Team
17 versus Canada. We could not as a state organization
18 have supported this and sold over 15,000 tickets to
19 this event in the short amount of time that we had,
20 had we not known that we would get some money back or
21 had a budget in order to support that game. That
22 game will help us to reach one of our goals, which is
23 to continue to retain those 13-and-over players that
24 have been leaving the game. And it will continue to
25 support our registration base, which we will get more

1 money back into the Federation in the long run, so I
2 strongly support the amendment and would like us to
3 retain our monies.

4 PRESIDENT CONTIGUGLIA: Thank you. I
5 note that it's a sensitive issue, so I'll recognize
6 people. I'm going to start cutting down on
7 statements unless you have something really new or
8 substantive to say.

9 MS. EDWARDS: I'm Denise Edwards from
10 Virginia.

11 I understand the concept of fairness that
12 Bob Palmeiro speaks about. We understand the need to
13 operate for the good of the whole. The objection
14 comes to the statements that we do nothing for that
15 money. There is a game September 1 at RFK stadium
16 that needs to be filled with American fans. The
17 first door that is knocked on to fill those seats is
18 Virginia and Maryland Youth Soccer, and we are
19 working diligently to sell those tickets. It's not a
20 problem to say that we need to operate for the
21 fairness and the good of all; it is a problem to say
22 that we do nothing for that money. Thank you.

23 MR. GOAZIOU: Let me clarify something.

24 PRESIDENT CONTIGUGLIA: I'm going to
25 recognize Bill, because I truly believe there's an

1 issue that needs to be clarified here.

2 MR. GOAZIOU: The bottom line is is if
3 you sell tickets, then you are going to get paid.
4 That's not a problem. What we're concerned about is
5 if you are asked to do something or promote a game,
6 you will get paid. What we're saying is -- and I
7 will give you an example -- the game against Brazil
8 was held in southern California. We wrote two
9 checks, and I signed them both, for \$13,500 to the
10 amateurs and to the youth, and they did not sell any
11 tickets. The game was promoted there by the MLS
12 team, and we put it on in conjunction with the MLS.
13 The bottom line is if you do work, you should get
14 paid for it.

15 We're saying, why should you get paid
16 2-1/2 percent of the gross if you are not involved in
17 selling tickets and doing it? If you are selling
18 tickets, you'll get paid. So that's the concern
19 we're talking about, is the 2-1/2 percent that you
20 take but you don't do any work. That's what we're
21 saying.

22 PRESIDENT CONTIGUGLIA: I felt it was
23 really important -- I know it's out of order, but I
24 truly felt it was really important to understand the
25 differences -- not out of order, out of order of

1 recognition -- because there are two issues here that
2 you need to be aware of. One is payment for
3 services, if you sell tickets, you get a percentage;
4 and then it's just a handout.

5 Bob Black.

6 MR. BLACK: Bob Black, North Texas State
7 Soccer.

8 Dr. Bob, I may have gotten a little bit
9 confused back here during part of this conversation.
10 My understanding was that what we were voting on
11 right now wasn't to open a debate on what does or
12 doesn't happen in international games percentages.
13 What we were voting on right now was to leave those
14 international game percentages as they are until we
15 get to the portion on the fee increase, which I think
16 addresses these again. As a matter of fact, it does
17 away with them in three years' time.

18 My understanding was that we were going
19 to discuss maybe some grandiose plans for the future
20 on what we're going to do with this money, or maybe
21 defending one's turf on what they did with the money,
22 but we were going to do that when we get to that fee
23 portion. If you just vote this out now, you don't
24 have to worry about that portion of the fees, because
25 you've taken care of it already, correct? So why

1 can't we just leave this?

2 PRESIDENT CONTIGUGLIA: That's not the
3 agenda we're talking about, though, Bob.

4 MR. BLACK: The amendment we're talking
5 about allows this to stay in place until we get to
6 that. That was exactly what was said in the
7 beginning.

8 PRESIDENT CONTIGUGLIA: Excuse me. I will
9 explain. I said to Louisiana --

10 MR. BLACK: Bob Abbott, yes.

11 PRESIDENT CONTIGUGLIA: -- that if this
12 amendment passes, it will affect the proposal moving
13 forward, the resolution on the fees. I did say that.

14 MR. BLACK: It does. I mean, this is
15 addressed in the fee increase.

16 PRESIDENT CONTIGUGLIA: If this is passed
17 as a policy, it will affect the outcome of the fee
18 change resolution, okay?

19 MR. BLACK: No, if this -- it's already a
20 policy. If this stays in place --

21 PRESIDENT CONTIGUGLIA: Excuse me, Bob.

22 MR. BLACK: Okay.

23 PRESIDENT CONTIGUGLIA: We're talking
24 about his amendment, which is to change the policy
25 which has been approved by the Board of Directors.

1 MR. BLACK: Which is to leave the policy
2 as it is.

3 PRESIDENT CONTIGUGLIA: That's not what
4 his amendment is.

5 I'm going to move on now.

6 UNIDENTIFIED SPEAKER: In clarification,
7 I thought that's what his amendment was, that it was
8 to leave it the same. Could we clarify with him?

9 PRESIDENT CONTIGUGLIA: His amendment is
10 to delete Section 3 in its entirety, and to change
11 the word in Section 4 for international soccer
12 competitions, strike "not included in Section 3
13 above," and that's it. That's the amendment that
14 you're voting on.

15 MR. FRISOLI: So will the effect of that
16 not be to leave it as it is right now?

17 MR. BLACK: Or to rephrase, as it was at
18 Wednesday midnight.

19 PRESIDENT CONTIGUGLIA: I'm hearing
20 messages from all over. Let me caucus for a second,
21 please, okay?

22 (Brief pause in proceedings.)

23 PRESIDENT CONTIGUGLIA: Excuse me. I'm
24 going to ask John to explain to you why there is a
25 difference.

1 MR. COLLINS: Is that a minute or a word,
2 and do those words count?

3 The amendment to where it would equate to
4 a -- the amendment to the amendment that Larry
5 Frisoli is proposing, where it would be 2.5 percent
6 per game, all international games, is not exactly how
7 it was before. There were slightly different
8 percentages based on different types of games. At
9 some point, there was 50 percent of the fees that
10 come to Federation. There were some other nuances.

11 The implication was that most of the
12 games fell under that 2-1/2 percent, but I don't
13 believe that it was exactly 2-1/2 percent on all
14 games. So there are some differences, depending on
15 the game, the type of game, whether it was an
16 international game involving a national team or
17 whether it was a club team game involving
18 international club teams. So there were some
19 different nuances that would be eliminated, so this
20 would not be an exact repeal back to the old thing.
21 It is different.

22 MR. BLACK: Then I guess the question
23 I -- an informational question would be, could our
24 learned counsel assist us in showing us just very
25 quickly what we could drop from that to turn the

1 clock back on international games to midnight
2 Wednesday night, so we can address the wants of that
3 body for those fees when we get to the fee increase?

4 MR. COLLINS: That would be a different
5 amendment. There's an amendment on the floor. If a
6 different amendment wants to be proposed later, it
7 could be considered later, but there's an amendment
8 now and that's what's being considered.

9 MR. BLACK: So can the amendment be
10 amended to address that?

11 PRESIDENT CONTIGUGLIA: I'm sorry. I'm
12 going to recognize Wally Watson, and then Larry will
13 have the last comment and then we'll go to a vote.
14 And Jack, I'm sorry, Jack, too.

15 MR. WATSON: I will be very brief. A few
16 years ago, the North American Soccer League went out
17 of business. We had no international games in the
18 U.S., except for a number of the states, we picked up
19 the ball and we got promoters. We oversaw those
20 games, and we had some games -- something for our
21 Americans to watch. This proposal that you see came
22 up at the board meeting in Dallas.

23 I had proposed an amendment to that that
24 was ruled out of order, I don't know why, but my
25 proposal was that this game percentage -- I don't

1 want to be greedy -- there's more than eight states,
2 as Bob talks about, there's a great number of states.
3 But my amendment, my proposal was that we work out a
4 formula in which -- in such a way that even the small
5 states would participate, that some of the money
6 would go into an escrow type thing and would be
7 divided and some money would be given to the small
8 states -- the West Virginias, the Montanas -- and
9 those states that could not afford to take part in
10 your ODP programs and our select team programs.

11 That was ruled out of order. Dr. Bob
12 appointed a committee to look at that and see if we
13 could come up with some sort of form, at least that
14 was my understanding. Your point -- and I believe I
15 was a member of that committee -- we never met. We
16 never discussed it, and in my opinion, there's
17 compromise, although the compromise does leave you
18 with something, I am not satisfied with that
19 compromise.

20 I strongly urge you to vote against -- or
21 go vote for this deletion in favor of the amendment
22 to delete this, and have a committee look at this, so
23 that we can all participate in the international game
24 thing. There's no state that could not participate.

25 PRESIDENT CONTIGUGLIA: Thank you.

1 Larry, Jack, and then Hank, and then I
2 will close --

3 MS. HARVEY: You got Kevin right behind
4 you.

5 PRESIDENT CONTIGUGLIA: And Kevin will be
6 last, and then we'll go to the vote.

7 MR. FRISOLI: I used to always like to
8 talk last, but I would just like to make a number of
9 comments about the rebuttal that I started here today
10 from before.

11 First of all, I heard one number from the
12 treasurer that it was \$330,000, and then the number
13 somehow rose with other people from the board,
14 basically, to half a million dollars. And then I
15 heard a number -- there's been a lot of rebuttal or
16 comments from the audience about who works to sell
17 these tickets? And the perception seems to be from
18 people who run the United States Soccer Federation,
19 that when they organize international games, they're
20 orchestrating everything, they're doing everything.

21 All I can tell you is I know what happens
22 in Boston. Okay? There's a whole network set up in
23 Boston that starts with the Revolution ticket office,
24 all the way down to the youth and adult soccer
25 associations, and it doesn't matter who is promoting

1 the game, okay? The phone calls go out, the flyers
2 go out, and whether it's just a U.S. National Team
3 Game, or it's a Revolution game coupled with some
4 type of international game, the same process occurs
5 again and again and again with the phone calls. We
6 have to fill the stadiums. That's what happens,
7 okay?

8 Now, people do that because we want to
9 promote the sport. I have heard comments here and I
10 keep hearing the same thought, "Well, only a few
11 states benefit from this money," and one argument is
12 where they do the work. The second part of his,
13 which was my main concern, is where does the money
14 go? Okay? It's not going to make individual venue
15 sites richer for those state soccer associations. No
16 one is keeping that money for themselves. They're
17 putting it back into the game to continue to promote
18 from the grass-roots level, people to come to
19 National Major League Soccer games, to buying season
20 tickets, and to promote opportunities for people to
21 play soccer.

22 It's a very nice concept to say only
23 eight states get this money because it's divide and
24 conquer; in fact, I think there's a certain attitude
25 about, well, whenever issues are talked about in

1 soccer, if we can't create that issue in some type of
2 politically correct concept, like women,
3 disadvantaged, et cetera, et cetera, then we have
4 to -- if it doesn't deal with us, then we have to
5 isolate to get what we want. Okay?

6 And obviously -- and I have no objection
7 to the board wanting more money to run the
8 Federation, you'll need it -- the question comes down
9 to when we start talking about where does the money
10 go, we do take money and pigeonhole on a national
11 level for select projects. The states --

12 PRESIDENT CONTIGUGLIA: Larry, in all due
13 respect, please complete it.

14 MR. FRISOLI: -- the states who get this
15 money have pigeonholed it to improve Major League
16 Soccer and to provide opportunities for metropolitan
17 areas where there's a high amount of immigrants, to
18 compete, have an opportunity to compete. And my
19 argument has been, and that's why I stood up today,
20 is I get less work, but it's unfair if you deny that
21 opportunity to compete.

22 PRESIDENT CONTIGUGLIA: Jack, Hank, and
23 Kevin will be the last comment, and then we'll go to
24 people vote on the amendment.

25 MR. BAPTISTA: Jack Baptista, Cal South.

1 I will speak in favor of the amendment.
2 I think you have to understand there's one issue.
3 One is the privilege that we have as a state for this
4 particular money. My concern for the Federation is
5 that we don't do anything for that particular money.
6 I think some people, instead of sitting in their
7 office, come up to the state association. What the
8 state association does and the work that's involved
9 in order to bring people to the state, and also to
10 work inside the state, and I think it's people who
11 haven't been working, haven't been in action, they
12 probably don't understand the process that we go
13 through. Not only that, but the question came in, we
14 don't sell tickets. Someone tell me, how are you
15 going to determine that we didn't sell tickets?

16 Because you would come up with some kind
17 of logical -- or we live in a dream world. You know,
18 we do sell the tickets. We're not to tell the
19 Federation what tickets we sell out to bring people
20 to the stadium? We are working with the community
21 to bring people to the stadium.

22 I think if that's the attitude that the
23 Federation thinks, then perhaps we should tell people
24 they shouldn't come to a stadium, then we will see
25 how much crowd they're going to be to get into the

1 stadium itself. And then we have another
2 reality --

3 PRESIDENT CONTIGUGLIA: Please cut
4 your -- cut down a little bit, slow down, finish up.

5 MR. BAPTISTA: The other reality is that
6 at this moment, the Federation accepts applications
7 for international games where non-affiliated teams.
8 How do we deal with the money? We put the money to
9 bring people -- members to work in their
10 nonaffiliated league through the affiliated league,
11 so we put the money back into soccer. And what I'm
12 asking you is, that has got to be changed, because it
13 has to be a two-way street not just a one-way street.

14 PRESIDENT CONTIGUGLIA: Thank you. Hank,
15 and you are a lawyer, so... and we are charging you a
16 minute.

17 MR. DesBORDES: After consultation with
18 the parliamentarian, and so that we can consider
19 this, there won't be any procedural problems.

20 I move that the vote for this motion be
21 postponed until after we consider the fee increase
22 issue itself.

23 Now, Mr. Parliamentarian, what does
24 it -- does that end the discussion on that motion,
25 postpone it, or it take a majority or what?

1 MR. MALMUT: It requires a second.

2 UNIDENTIFIED SPEAKER: Second.

3 UNIDENTIFIED SPEAKER: Second.

4 MR. MALMUT: It is subject to debate and
5 it requires a majority vote.

6 PRESIDENT CONTIGUGLIA: So there's a
7 motion --

8 MR. DesBORDES: To postpone this until we
9 finish with the fee increase.

10 PRESIDENT CONTIGUGLIA: I will allow
11 Kevin to speak, and then we will go to a vote on the
12 motion.

13 UNIDENTIFIED SPEAKER: No, you can't --

14 PRESIDENT CONTIGUGLIA: I will ask for --
15 is there general consent to let Kevin speak?

16 UNIDENTIFIED SPEAKER: No.

17 PRESIDENT CONTIGUGLIA: Okay. Then, I
18 won't allow it. That's fine.

19 UNIDENTIFIED SPEAKER: That's very
20 democratic.

21 PRESIDENT CONTIGUGLIA: There's a motion
22 on the floor, then, to postpone the amendment to the
23 policy. Is it to postpone the amendment and the
24 policy until after the other vote; is that what you
25 are saying, Hank?

1 MR. DesBORDES: Yes.

2 PRESIDENT CONTIGUGLIA: Okay.

3 What I'm told by our parliamentarian is
4 that what we must do is if this motion passes, the
5 entire policy is voted on after we vote on the
6 resolution -- is that correct?

7 That's what the parliamentarian says, so
8 that's what we'll do.

9 So it's a majority vote, and the motion
10 is to postpone until after we deal with the
11 resolution on the fee change, and that will be the
12 entire policy.

13 So if you vote yes, we postpone; if you
14 vote no, we continue, and move to voting on the
15 original amendment to the original policy.

16 Please vote now.

17 MR. BENANZER: Voting will cease, three,
18 two, one.

19 (Motion fails.)

20 PRESIDENT CONTIGUGLIA: The motion fails.
21 I will recognize Kevin Payne as a speaker.

22 Let's try to move this along. I
23 appreciate the applause, but let's get this going,
24 guys.

25 MR. PAYNE: I will try to be brief.

1 There seems to be confusion about what the purpose of
2 this fee is in the first place. This is a
3 sanctioning fee that's collected by the United States
4 Soccer Federation in fulfillment of its obligations
5 under the Amateur Sports Act and the different
6 governance authority that it has.

7 In the past, it has broadly chosen to pay
8 a portion of that fee to the states, because in most
9 cases, it delegated the authority to perform those
10 tasks to the states.

11 That has -- nowhere in any of that
12 sanctioning authority, is selling tickets a
13 responsibility of the Federation or of the states.

14 What we're proposing or what has been
15 proposed and has worked out with a great deal of
16 compromise with a number of people and a number of
17 interests on the board, is to establish the precedent
18 that in the case where the Federation or another
19 competent organization is the one that is actually
20 performing the tasks required in sanctioning that
21 event, then that is where -- then in that case, the
22 sanctioning fee will remain with the Federation.

23 In those instances in which a state
24 association or a pair of state associations, amateur
25 and youth, fulfill that task for the Federation, they

1 will receive the money.

2 Ticket sales have nothing to do with it.
3 And, frankly, if you are out selling tickets,
4 directly selling tickets for international games, and
5 the only compensation you are receiving for that is
6 the 2.5 percent, you are selling yourself short.

7 We talked about the June 1st game. We
8 are paying a 10 percent commission to -- excuse me,
9 the September 1st game, a 10 percent commission to
10 the state associations that sell those tickets for
11 us. And Denise is absolutely right, the first people
12 we went to were Maryland and Virginia youth and
13 amateurs. We will pay a 10 percent commission to
14 them on every ticket they sell. So to suggest that
15 this is somehow taking that responsibility away from
16 the states, not compensating you for selling tickets,
17 is completely disingenuous.

18 All we're saying is that if you are not
19 the body responsible for performing the sanctioning
20 function, you shouldn't be paid for performing that
21 sanctioning function. So I speak strongly against
22 the amendment.

23 MR. FRISOLI: Can I just say one thing?

24 PRESIDENT CONTIGUGLIA: No, I'm sorry. I
25 said we were going to move forward, Larry, and I'm

1 moving to, we will move to a vote. The vote is on
2 Larry's amendment to the policy, Section 3, which
3 would essentially eliminate Section 3 and delete the
4 words, "not included in Section 3." So, if you vote
5 for this, the policy -- that section will be
6 eliminated. If you vote against it, then we will
7 move to action on the entire policy. Let's vote now.

8 MR. BENANZER: The voting will be closed
9 in three, two, one.

10 (Motion fails.)

11 PRESIDENT CONTIGUGLIA: The motion fails.
12 Now we will move to action on the main policy and we
13 will vote on the main policy.

14 MR. FALCONE: Mr. Chairman, Anthony
15 Falcone from Maryland.

16 I do have a question. If I am reading
17 this correct, the former policy had -- the fees were
18 structured pretty much based on gross receipts. If I
19 read this correctly, the fees are now structured
20 arbitrarily by the Secretary General --

21 PRESIDENT CONTIGUGLIA: Do you want to
22 make an amendment or just ask --

23 MR. FALCONE: I have a point of
24 clarification as to current policy. I would like an
25 understanding. From what I read here, the Secretary

1 General shall establish a reasonable and
2 nondiscriminatory sanctioning fee, which means he can
3 arbitrarily decide a fee from game to game; is that
4 correct?

5 PRESIDENT CONTIGUGLIA: The answer is
6 it's by the Board of Directors.

7 MR. COLLINS: The language -- you are
8 talking Section 2 in this policy?

9 MR. FALCONE: Correct.

10 MR. COLLINS: That is a quote of the
11 Amateur Sports Act, which enables this body the
12 ability to set those fees. It's quoting the statute
13 as to how a reasonable fee should be set.

14 MR. FALCONE: But there's been no
15 standard that's been set by this body, correct?

16 MR. COLLINS: By this organization. The
17 powers given to this organization is to set a
18 reasonable sanction fee. That is established in the
19 Ted Stevens Olympic and Amateur Sports Act, and that
20 is what that quote --

21 MR. FALCONE: And if we approve this, am
22 I correct to assume that -- right now it's on a
23 game-by-game basis?

24 MR. COLLINS: There are some -- or have
25 been historically some broad standards, but it does

1 have some flexibility, depending on the type of game,
2 as to what fees are charged.

3 MR. FALCONE: But there are no set
4 standards as of now?

5 MR. COLLINS: There are some.

6 MR. FALCONE: And where do we find that
7 and how can we review that?

8 MR. COLLINS: They are currently in the
9 policy book. And they will be set forth in an
10 operations procedures manual. They will be on the
11 website. They will be given to promoters so
12 everybody knows, and they will be set forth in a
13 uniform fashion. They will be nondiscriminatory, so
14 that we can fully comply with our requirements under
15 the law so that we do not get challenged and we do
16 not have people claim that we're permitting
17 impermissible restrictions on competition, and have
18 antitrust suits brought against the Federation. This
19 is to give us the maximum protection possible, so
20 that we can be responsive to our --

21 MR. FALCONE: Let me ask you a quick
22 question. Could you please -- some of us didn't
23 bring our policy books with us. Could you cite us
24 where in the policy book it is, because the old rule
25 was under Section 3. And the new Section 3 does not

1 address the exact standards. I'm just curious,
2 because I'm trying to understand --

3 PRESIDENT CONTIGUGLIA: I'm told to look
4 at Page 32 in the policy manual.

5 There there is no change in what we
6 already had been doing regarding fees, Tony. I'm
7 going to move for the question.

8 All in favor of the motion to approve the
9 policy as submitted by the Board of Directors, please
10 vote yes. If you are opposed to it, vote no.

11 MR. BENANZER: Voting will close three,
12 two, one.

13 (Policy passes.)

14 PRESIDENT CONTIGUGLIA: The policy
15 passes. Now we will move forward to the -- and the
16 other policy is 705-4. Someone had an objection and
17 wanted to make a comment. Now, Steve --

18 You know, you are not a delegate, but
19 because of who you are, I will recognize you. So I
20 hope that this is important.

21 UNIDENTIFIED SPEAKER: I will give him my
22 delegate.

23 PRESIDENT CONTIGUGLIA: Then on behalf of
24 Eastern New York, you are speaking.

25 MR. FLAMHAFT: I'm just concerned about

1 Section 4, where the burden of the appellant -- it's
2 kind of vague and problematic. An appellant does not
3 usually have a burden, it's clearly erroneous.

4 PRESIDENT CONTIGUGLIA: Do you have an
5 amendment or a change?

6 MR. FLAMHAFT: Just a suggestion. It
7 should be "preponderance" or "clear and convincing
8 evidence," rather than "clearly erroneous." Page 4,
9 Section 4.

10 There are certain standards that are used
11 to determine appeals, and those standards are
12 "preponderance of evidence" or "clear and convincing
13 evidence." So I'm troubled by the words "clearly
14 erroneous."

15 PRESIDENT CONTIGUGLIA: Excuse me. I'm
16 told by the parliamentarian that you are out of
17 order.

18 The reason being that what is up for
19 amendment and vote is a different section than the
20 section you are referring to. So he says you are out
21 of order, so I suggest you write it for next year,
22 and we can resubmit it.

23 And if there's no motion on the floor --
24 but I do need a motion to affirm that policy as
25 submitted. And I will ask for a voice vote, because

1 I think it will go easily. All in favor, please say
2 aye; opposed? Thank you.

3 All of our policies are approved, then,
4 and we will move down on the agenda and we will go to
5 Proposed Revisions of Membership Fees. And I will
6 ask Bill Goaziou, who is chairman of the Strategic
7 Input Committee, to handle this. And I do want to
8 say, as I said in my talk, I believe the fee change
9 is fair and appropriate, but I also want to thank a
10 lot of folks who had input into this. The Strategic
11 Input Committee worked extremely hard, members of our
12 Board of Directors had input, and to come up with
13 this, which is truly a compromise, it's truly a
14 compromise. I will ask Bill to take the gavel. You
15 got it.

16 MR. GOAZIOU: If I could, if I could get
17 somebody to make a motion to approve and a second it,
18 then we can open it up for discussion on the floor.

19 UNIDENTIFIED SPEAKER: So move.

20 MS. HARVEY: Second.

21 MR. GOAZIOU: Just by way -- there's a
22 great deal of detail in the back of your book,
23 including all the fees, the ones we just discussed,
24 all the questions raised by the members of the
25 strategic committee.

1 On the committee were Barbara Allen from
2 WUSA, Davis Askinas from USISL, MaryPat Bell, Amanda
3 Cromwell, John Doyle, Burton Haines, Mary Harvey,
4 Marge Madriago, Larry Monaco, and Bob Palmeiro, Kevin
5 Payne and Bruno Trapikas. After a number of meetings
6 and fighting with one another, arguing, we went to
7 the Board. The Board modified some things.

8 And what you have before you is a
9 consensus of the Board of Directors' recommendation
10 to the body for a proposed fee increase for all
11 members of the organization, from amateurs, youth,
12 professionals, not only MLS, but the different
13 leagues, Divisions 1, 2 and 3, fees now for our
14 national associations, fees for Futsol. It's all
15 outlined, and we would be happy to entertain --
16 listen to any questions that might come from the
17 floor or any questions.

18 MR. BURTON: David Burton, Region 3 youth
19 director.

20 I move to divide the question by
21 separating the consideration of the membership fees
22 from the consideration of the international game
23 fees. If this division is approved, I will give
24 notice that I will move to refer the international
25 game fees to an ad hoc committee to be created by the

1 president, to consider a plan to return the revenue
2 sharing from international games to the region for
3 proportional distribution to the youth and amateur
4 states of that region.

5 MR. GOAZIOU: Not being a
6 parliamentarian, I'm an accountant and CPA, I was
7 just told that was out of order, David.

8 UNIDENTIFIED SPEAKER: Why is it out of
9 order?

10 MR. GOAZIOU: Because the little fellow
11 right there said it was.

12 MR. MALMUT: The international games fees
13 issue has already been dealt with by this body by
14 just the very last vote.

15 UNIDENTIFIED SPEAKERS: No.

16 MR. MALMUT: Yes, on the policy. The
17 policy included that issue of what the international
18 games fees were going to be, if passed, and,
19 therefore, that issue cannot be revisited again at
20 this meeting.

21 UNIDENTIFIED SPEAKER: We're voting on
22 that fee, right? We're going to vote on that fee in
23 this proposal.

24 MR. GOAZIOU: Let me just tell you what
25 they're saying so we can fully understand what

1 they're talking about. You can separate this out,
2 leave it out of we're going to discuss in term of
3 fees, because it's already been voted on and
4 approved. But his motion that he wants to do is out
5 of order. That's what we're all about.

6 And Howard, you didn't stand up all day.
7 You just had to get up and say something, didn't you?
8 Come on, Howard.

9 MR. RUBENSTEIN: I need Mr. Edwards to
10 clarify something. On the last page of the fee
11 structure, on the last line it says, "Adult player
12 fee, \$2 per player." Does that mean under
13 recreational player it's 100 percent increase from \$1
14 to \$2? And we're told there's going to be a 50 cent
15 increase?

16 MR. EDWARDS: You are going from 1.50 to
17 \$2.

18 MR. RUBENSTEIN: That's on the primary
19 player. I'm talking now about the recreational
20 player, where we pay \$20 per team to the Federation,
21 is that -- does the increase go from 20 to \$30 a team
22 to the Federation, or from 20 to \$40 a team to the
23 Federation, if you do it on the basis of, let's say,
24 20 players per recreational team?

25 MR. GOAZIOU: I think that you will find

1 out. And I'm not going to step on his act. What he
2 asked us to take out was where that was addressed,
3 where the recreational player was only going to go up
4 a per player basis. Remember, Mike? That's what
5 that one was that the committee had put in, which we
6 threw out because we didn't put that in. But that's
7 what it was all about, is to put everything on a
8 per-person basis versus a per-team basis, for the
9 amateur -- for the recreational teams.

10 MR. EDWARDS: Now, let me give you my
11 answer. We register people in two fashions. They
12 either pay \$1.50 to the Federation because they are a
13 premier player, or we send on half of \$40 that is a
14 fee paid in lieu of a player fee for a recreational
15 team. That fee needs to be increased tomorrow by
16 USASA to reflect a percentage increase proportional
17 to --

18 MR. RUBENSTEIN: That is my question. Is
19 that the fee that is going to go to USSF in Chicago,
20 going to be now \$30 a team or \$40 a team?

21 MR. EDWARDS: It should be roughly \$30 a
22 team --

23 MR. RUBENSTEIN: That's the way --

24 MR. EDWARDS: -- because otherwise, you
25 would raise the USASA fee, which is not a matter that

1 this group would deal with.

2 MR. RUBENSTEIN: That's the way this old,
3 senile man would figure it -- but again, I don't see
4 that in here, what we're passing.

5 MR. EDWARDS: That's because you have
6 never seen in all of your youth, the \$40 fee in this
7 book.

8 MR. RUBENSTEIN: I don't remember my
9 youth, Mike, it was too many years ago.

10 MR. EDWARDS: We will deal with that
11 tomorrow in the USASA meeting, but you are correct,
12 that needs to be fixed.

13 MR. RUBENSTEIN: Thank you.

14 MR. EDWARDS: But that is not a
15 Federation fee, that's the problem. That's why it is
16 not in here and hasn't been in here.

17 MR. RUBENSTEIN: I think I've been
18 snookered.

19 MR. GOAZIOU: Yes, sir.

20 MR. STANGA: Jeff Stanga, Cal North.

21 I would like to propose an amendment to
22 the proposed revision of membership fees, to make
23 this effective September 1st, 2002. This is so that
24 we can go back to our membership and collect the
25 money so that we can give it to you. We don't have

1 it right now.

2 MR. GOAZIOU: If you will read what's
3 here, that was very much put forward by the youth
4 members at the Board of Directors meeting, and there
5 is a provision in here that that money does not have
6 to be -- you have until the year 2003 to make up that
7 difference, because you can't put it in this year.

8 For example, some people have already had
9 their AGMs and set their fees for the next --

10 UNIDENTIFIED SPEAKER: We want to make it
11 up.

12 MR. GOAZIOU: There's a motion there. Is
13 there a second to that motion?

14 UNIDENTIFIED SPEAKER: Second.

15 MR. GOAZIOU: Move the question. Do we
16 want to do this electronically? Let's do it
17 electronically.

18 All right. What it means is they're
19 asking for this to be deferred and not be implemented
20 until the year of September 2002. Is that a correct
21 statement, sir? Does everybody understand what the
22 amendment is?

23 MR. STANGA: That's correct.

24 MR. GOAZIOU: Fully understand, if you do
25 that, that's about \$2 and a half million deficit that

1 you are just going to put onto your budget. I'm just
2 telling you. Bottom line is, is most people have
3 already put their fees in.

4 MR. STANGA: Sir --

5 MR. GOAZIOU: But the bottom line is,
6 that's the amendment.

7 MR. STANGA: As a point of clarification.
8 The reason I'm doing that, we have not gone to our
9 membership yet to discuss this, because it wasn't put
10 to us officially. We need to do that.

11 MR. GOAZIOU: I understand the procedure
12 that you have to go through, but we've been
13 discussing this now for two years, okay? And
14 everybody knew that we were coming. And the bottom
15 line is, is we put a mechanism in here -- let me just
16 tell you -- if you read what's there, I don't say
17 that you have to agree or disagree, like it or
18 dislike it, but it was put in there specifically to
19 address the issue that he brought up. I'm just
20 telling you it's a big budget item, and you're going
21 to throw this out. So there is a motion and there
22 was a second and everybody gets a chance to vote yes
23 for the amendment, which would mean to defer it, the
24 \$2.5 million hit, or vote no and get on with the
25 motion you have.

1 UNIDENTIFIED SPEAKER: Call for the
2 question.

3 PRESIDENT CONTIGUGLIA: Call for the vote
4 on the amendment. Are we ready to vote, John? Okay,
5 go ahead and vote.

6 MR. BENANZER: Voting will be closed in
7 three, two, one.

8 (Motion fails.)

9 MR. GOAZIOU: The motion fails. Now I
10 move the question to approve the fee increase as
11 presented to you.

12 MR. SUTTER: John Sutter, North Texas.

13 I need to ask again why the division of
14 this question is not proper? They are two different
15 fees, and why they can't be considered separately, I
16 don't understand why our talking about the
17 international games previously would preempt dividing
18 the question of those fees.

19 MR. GOAZIOU: John, as you and I both
20 know, I'm going to let the parliamentarian, who is
21 paid for that, to explain that to you, because I'm
22 not a parliamentarian; I'm a CPA.

23 MR. MALMUT: The issue that was raised,
24 the gentleman who stated he wanted to divide the
25 question said the reason was he wanted to put the

1 international games fees off and to be committed;
2 that was the part that I said would be out of order
3 at this meeting because it has already been
4 considered.

5 The motion to divide the question would
6 be in order, because the international game fees
7 issue is moot in this question, and you could divide
8 it out but you couldn't do anything with it.

9 MR. SUTTER: One further question,
10 though. Where in the discussion on international
11 game fees did we discuss and do anything with
12 referring it back to a committee? That was not a
13 subject that was discussed nor voted upon.

14 MR. GOAZIOU: Well, John, I'm not going
15 to be argumentative to you, but I don't think anybody
16 brought that up.

17 MR. SUTTER: I was actually directing it
18 to the parliamentarian, that if we call for a
19 division, why would referring it back to the
20 committee be out of order, because that subject was
21 never discussed in the prior discussion?

22 MR. GOAZIOU: No, no. No, his motion was
23 to -- not to implement the reduction of the
24 international game fees to be paid, and to put a
25 committee together to figure out how you could take

1 all that money now and put it into a pot, instead of,
2 like, for Region 1 -- Region 4, all the money would
3 go into one pot and we'd divide it up among all the
4 states in some basis that this committee would come
5 up with. That can be in the future, if you want to
6 do something like that.

7 But the bottom line is, he's saying today
8 we're done with this question of the international
9 games, because it's already been voted on, John.

10 I mean, I can't argue with you as an
11 attorney, I'm sorry, sir. You're too big to argue
12 with. What you got, Bob?

13 MR. BLACK: Mr. Goaziou, for point of --
14 oh, excuse me, Bob Black, North Texas Soccer.

15 MR. GOAZIOU: I know who you are.

16 MR. BLACK: To possibly help us all when
17 this gets published and is on the Internet by
18 midnight, and things like that, you know, when I'm
19 carrying it back, could I ask that the portion that
20 starts as "International game fees are to be reduced
21 in the following fashion," and goes down through FY
22 '04, simply now be stricken from this document?

23 MR. GOAZIOU: It's in the policy.

24 MR. BLACK: No, no, no, no. There's two
25 different issues. If you just bear with me --

1 MR. GOAZIOU: I'm listening, Bob, just
2 get to the point.

3 MR. BLACK: Could I just ask for
4 clarification that we strike this from the document
5 before we vote?

6 MR. GOAZIOU: If you strike this from the
7 document, it still does not have any effect on the
8 international games fees going away.

9 MR. BLACK: Absolutely. Billy, I'm just
10 asking can we can strike this from the document?

11 UNIDENTIFIED SPEAKER: Just take the
12 words out.

13 MR. BLACK: It's just a use -- it's a
14 delete button --

15 MR. COLLINS: So what you are saying is
16 this is redundant with respect to the policy that's
17 been passed, and you'd like it not to be attached to
18 the resolution. There's no substance to that. That
19 could be done.

20 MR. BLACK: So I'm asking right now that
21 this be deleted from what we're going to vote on,
22 that section, as being redundant.

23 MR. COLLINS: Correct. That will be
24 taken out. You're only looking at the membership
25 fees, the international games fee portion has been

1 addressed and voted on. It's done, not to be
2 reconsidered at this meeting. That's fine.

3 MR. BLACK: So can I ask that we vote
4 right now, Dr. Bob, yeah? I'm making a motion to
5 delete the words as redundant.

6 UNIDENTIFIED SPEAKER: Second.

7 MR. COLLINS: It's been accepted as a
8 friendly amendment.

9 MR. TRAPIKAS: Point of clarification.

10 MR. BLACK: Can we say aye? Aye.

11 MR. GOAZIOU: Bruno, what do you want?
12 You snuck behind me when I wasn't looking.

13 MR. TRAPIKAS: Bruno Trapikas, NBOD.

14 Just as a point of clarification on that,
15 I don't see a page number, but I guess -- oh, there
16 is Page 1. The language on Page 1 is simply
17 commentary. What we are voting on is on Page 2 and
18 3. That is the policy; is that not correct? So it
19 really doesn't matter what's on Page 1.

20 MR. GOAZIOU: You're basically voting on
21 Page 1, 2 and 3, less the comments that Mr. Black
22 from North Texas --

23 MR. TRAPIKAS: But Page 1 is commentary.
24 That doesn't go into a vote.

25 MR. GOAZIOU: It explains it all, what's

1 going on, Bruno.

2 Call for the question, okay? I think
3 we've had enough discussion on this. If you want to
4 set the thing up, John --

5 UNIDENTIFIED SPEAKER: I have an
6 amendment that I've submitted.

7 UNIDENTIFIED SPEAKER: Bill, are we
8 voting on the proposed revision?

9 MR. GOAZIOU: Who's talking? It's no
10 revision, we have just had a friendly -- we have
11 removed the verbiage that Mr. Black asked to be taken
12 out on international games. Is that a correct
13 statement, Mr. Black?

14 MR. BLACK: Absolutely, sir.

15 MR. GOAZIOU: Thank you very much, sir.

16 MR. BENANZER: So now we're going to vote
17 on the proposed revision?

18 MR. JOHNSON: Excuse me. Jay Johnson.

19 MR. GOAZIOU: We're going to vote on the
20 proposed policy for all the fees that are set
21 forth --

22 MR. JOHNSON: Excuse me --

23 I've got one little minor question here
24 now.

25 The gentleman over here from the adult

1 council said that there is two registration fees
2 charged by USSF for teams. Now, I just confirmed
3 that with Cal North, that there is a recreational
4 registration fee for recreational teams. Am I to
5 understand that the youth are going to get a discount
6 in their recreational players?

7 MR. GOAZIOU: No, you're not listening to
8 what the man said. The amateur is charged a team
9 fee, of which they pay for recreational teams,
10 because they want to build the numbers up, and it's
11 less than charging them per player under select
12 teams. Okay? They pay a charge of \$40 for a
13 recreational team; is that correct, Paul? \$40; \$20
14 comes to us, \$20 stays with them.

15 MR. JOHNSON: \$1 per player goes to you.

16 MR. GOAZIOU: 20 comes to us, 20 goes to
17 them.

18 MR. JOHNSON: At 18 players, that's in
19 excess of \$1.50 that's normally charged. So what you
20 are saying, then, is that the youth are also going to
21 have the courtesy of this discount that's being
22 passed on by USSF?

23 MR. GOAZIOU: No, the youth are doubling
24 their fees. They're going up 100 percent, from 50
25 cents per player to \$1.

1 MR. JOHNSON: But our rec players are
2 going to get the discount that the adults --

3 MR. GOAZIOU: No, they don't. They all
4 pay the same amount per player. Youth players all
5 pay 50 cents more.

6 MR. JOHNSON: I understand what you are
7 charging us. I'm understanding that there's two
8 deals going on here. A team of youth players at
9 \$1.50 per player, which is the standard fee that is
10 in force now for adult players, equals more than \$20
11 per team, sir.

12 MR. GOAZIOU: I'm not sure what your
13 question is.

14 MR. JOHNSON: My question is, is you have
15 two systems of fees for the adults. You have one
16 system of fees for the youth.

17 MR. GOAZIOU: That's correct.

18 MR. JOHNSON: Okay. Presently, your fee
19 structure for the adults is \$1.50 per player. That's
20 what's stated right here, to raise from 1.50 to \$2,
21 fifty cents. It was also stated that there is a
22 special fee structure for recreational teams that is
23 only \$20 a team, which you divide 18 into 20, comes
24 up a lot less than a dollar and a half. Excuse me,
25 there's two sets of fees.

1 MR. GOAZIOU: If you listened to what Mr.
2 Edwards said, they're going to discuss that with Mr.
3 Rubenstein and the amateur division tomorrow, how
4 they're going to adjust their fees on the \$40 that
5 they now charge for that. That's a fee that they
6 charge to them and they remit to us.

7 MR. JOHNSON: I understand that.

8 MR. GOAZIOU: The amateurs will take care
9 of that tomorrow.

10 MR. JOHNSON: So they're going to
11 raise -- the amateurs are going to raise their fees
12 \$2 per player, regardless of whether they're
13 recreation or not, per this proposal change. There's
14 no longer going to be a discount available to them?
15 Is that what you are shaking your head, Dr. Bob?

16 PRESIDENT CONTIGUGLIA: He's never had a
17 discount. Yes is the answer. The answer is yes.

18 MR. GOAZIOU: I want to call for the
19 question.

20 MR. DE JANA: I'm really not even here to
21 argue. I just would like something on the record for
22 the Board as a clarification. Being one of those
23 state organizations whose organic act creates a
24 problem with raising the fee at the time we want to
25 do it, and you said you are going to work with us and

1 that it's going to be due -- can we at least on the
2 record of this meeting say --

3 MR. GOAZIOU: Yes, sir. I'm going to
4 read it into the record what was put in there.

5 MR. DE JANA: We can read what's there,
6 and it just says you're going to work with us. What
7 I'm saying is, are you going to say if our organic
8 acts prevent us from doing it, we have to pay you by
9 2003 the difference? Is that what, really what we're
10 going after?

11 MR. GOAZIOU: That's what we're saying,
12 yeah.

13 MR. DE JANA: And we're committed to
14 that?

15 MR. GOAZIOU: Yes.

16 MR. WANDER: I have submitted a proposed
17 amendment to policy 214, Section 7. I'm Jeff Wander,
18 Soccer Association for Youth. And I submitted a
19 proposed amendment to remove the youth player fee of
20 \$1 per player from Section 7. In support of that, I
21 would say that in 1998, this Board reclassified our
22 organization as an other affiliate. We were told
23 that until we reached 26 states, our fees would be
24 \$5,000 per year.

25 Over the last three years since we were

1 reclassified, we structured our budget for the \$5,000
2 per year. Our marketing plan we structured so we
3 would not go into 26 states until we were financially
4 able to do so.

5 Now, under this new revision, without
6 having reached the 26 states, we are now going to
7 incur a dollar per player fee, which we never
8 incurred before. So not only do we not have an
9 increase of 50 cents a player, like the other
10 organizations, we go up to a dollar. So with this
11 restructuring, our budget goes, to USSF, from \$5,000
12 to \$110,000 by this particular fee increase.

13 Now, we talk about the spirit of the
14 game. This cannot be the spirit of the game. We are
15 willing to take the hit from \$5,000 to 10 now. We
16 know costs go up. Your costs go up, our costs go up.
17 So the only part that I have proposed is reducing the
18 dollar per player until we become a national member,
19 as you folks put upon us several years ago. That's
20 our amendment.

21 MR. GOAZIOU: You are going to have to
22 talk with us on a separate basis, because there's no
23 amendments at this point now. Your request to change
24 that is out of order. That's what I was just told.

25 MR. WANDER: I brought it up and gave it

1 to the parliamentarian two hours ago.

2 MR. GOAZIOU: Is there a second, for to
3 address his issue?

4 MR. WANDERS: Second.

5 MR. GOAZIOU: What do you pay per player
6 now? Nothing?

7 MR. WANDERS: We pay \$5,000, which is
8 what you told us to pay. We pay nothing per player.
9 We -- out of the 1,100 votes in this room, or 1,137,
10 we have one. We are not in the 26 states, which we
11 were classified as being an other delegate until we
12 reached 26 states.

13 MR. COLLINS: Just for some history with
14 respect to how the other affiliates' fee was changed.
15 There's a number of other affiliates that belong, and
16 currently, they only pay \$5,000. And some of them
17 have a lot of players, some don't have that many
18 players. And there was a lot of belief in
19 competition at the grass-roots levels out there, that
20 people were trying to use what they were paying the
21 Federation on a per player basis as a competitive
22 player -- or an advantage or disadvantage against
23 people in recruiting players.

24 This change by the Strategic Input
25 Committee was to put everybody on a level playing

1 field, with the understanding that the per player
2 charge is a rough approximation of the various
3 services received by the entities that belong to the
4 Federation. And all of these entities receive
5 service, and it was deemed that this was the fairest
6 way to do it, and that was why the per player charge
7 was done there.

8 And now a player, no matter which
9 organization they join -- because by every
10 organization that player joins, they receive
11 different services from the organization -- that
12 player will pay a dollar to the Federation for
13 joining these multiple organizations. And this was
14 done in the essence of fairness to all members, so
15 that belonging to the Federation never put anyone at
16 a competitive disadvantage.

17 (Applause.)

18 MR. WANDER: Can I respond to you?

19 MR. GOAZIOU: What we will do is, we will
20 treat you the same way as we're going to take care of
21 the people who can't get their fee increase in time.
22 And also, I'm glad that John got some applause.
23 That's the first time. Let's hear it again for John.

24 I'm going to move for the question before
25 us.

1 PRESIDENT CONTIGUGLIA: He has made a
2 proposed amendment that his fees be changed on his \$1
3 per player until he is in 26 states. Is there a
4 second to his motion?

5 UNIDENTIFIED SPEAKER: Second.

6 MR. GOAZIOU: There's a motion, there is
7 a second. All in favor of amending the fees just for
8 one --

9 PRESIDENT CONTIGUGLIA: I believe the
10 motion -- his motion would be to change the fees to
11 the SAY organization and other organizations be
12 different than what we charge the youth organization.
13 So if you vote yes -- I'm sorry? If you vote yes,
14 then we have to make change. If you vote no, then we
15 move to the main question.

16 MR. WANDER: That's incorrect, sir.

17 MS. HARVEY: He wants to change "other
18 affiliates."

19 MR. WANDER: The only change is to the
20 "other affiliate."

21 MR. GOAZIOU: Other affiliates, you
22 didn't want the dollar per player; is that correct?

23 MR. WANDER: But we leave the 5- to
24 \$10,000 increase. We understand --

25 MR. GOAZIOU: The \$10,000 is fine, it's

1 just the dollar per player.

2 MR. WANDER: Correct.

3 MR. GOAZIOU: There was a motion and a
4 second. I don't think you need to --

5 UNIDENTIFIED SPEAKER: Call the question.

6 MR. EDWARDS: You are only proposing to
7 eliminate the dollar per player for the youth player?

8 MR. WANDER: Under "other affiliate."

9 MR. EDWARDS: So another affiliate youth
10 player would be getting a discount?

11 MR. WANDER: We're not getting a
12 discount. We pay for what we get.

13 MR. GOAZIOU: Sir, just a point of
14 clarification.

15 MR. DE JANA: Is the Y league an other
16 affiliate, so this would also affect them? And so
17 it's not just SAY that can come into my states, say
18 "I'm USSF, and I can do everything you can do and I
19 can undercut your fees, so come join me and leave, or
20 leave AYSO," but the Y league can, too, and everybody
21 else that wants to call --

22 MR. GOAZIOU: That's one of the other
23 affiliates, is the Y league.

24 MR. DE JANA: Sir, I'm against the
25 amendment.

1 MR. GOAZIOU: Now I know how you are
2 going to vote. All right. I will call the question
3 on the request for an amendment by the individual
4 from SAY. All in favor of this amendment, press yes;
5 against the amendment, press no.

6 MR. BENANZER: The voting will close in
7 three, two, one.

8 (Motion defeated.)

9 MR. GOAZIOU: All right. Now let's vote
10 on the total proposed fee packages, no more things.
11 All in favor of the new fee increase, please vote
12 yes. Those against vote no.

13 PRESIDENT CONTIGUGLIA: Please vote. If
14 you vote yes, you are approving the resolution. If
15 you vote no, you're opposed. Vote.

16 MR. GOAZIOU: All right. Everybody vote.

17 PRESIDENT CONTIGUGLIA: If we approve
18 this, I have to ask for a raise, double my salary.

19 MR. BENANZER: The voting will close in
20 three, two, one.

21 (Motion passed.)

22 MR. GOAZIOU: Thank you all very much.

23 PRESIDENT CONTIGUGLIA: Well done. Thank
24 you.

25 MR. SUTTER: Mr. Chairman, John Sutter,

1 North Texas.

2 I would now like to place a motion to
3 reconsider the previous amendment proposed to Policy
4 521 on international games that was previously
5 considered. I need a member of the prevailing side
6 to agree, is that not correct, Mr. Parliamentarian?

7 MR. MALMUT: I would interpret this as a
8 motion to rescind the prior motion, and it would take
9 a two-thirds vote for it to come back to the floor.

10 MR. SUTTER: No, I asked for a motion to
11 reconsider.

12 PRESIDENT CONTIGUGLIA: I rule you out of
13 order, I'm saying it's a motion to rescind.

14 MR. SUTTER: I challenge the decision of
15 the chair.

16 PRESIDENT CONTIGUGLIA: You want to
17 challenge the decision of the chair?

18 MR. SUTTER: Yes, sir.

19 PRESIDENT CONTIGUGLIA: Is there a second
20 to that?

21 UNIDENTIFIED SPEAKER: Second.

22 PRESIDENT CONTIGUGLIA: I am told there
23 can be a motion to appeal my ruling. It will take a
24 50 percent of the membership. We will move to vote.
25 All in favor of overruling my decision, please vote

1 yes. All in favor of upholding my decision, no.

2 MR. BENANZER: Voting will cease in
3 three, two, one.

4 PRESIDENT CONTIGUGLIA: The chairman's
5 decision is upheld, and we will move on to the rest
6 of the agenda. And that goes to the proposed budget
7 for 2002, and I recognize Bill Goaziou, Treasurer.

8 MR. GOAZIOU: I have another gentleman
9 from North Texas who will be coming up here shortly,
10 our budget director or chairman, Mr. David Eldridge,
11 and I will turn over the presentation of our fiscal
12 2001, 2002 budget to Mr. Eldridge, former president
13 of North Texas.

14 MR. ELDRIDGE: Thank you, Bill. And I
15 guarantee you I'm not going to make any amendments to
16 anything, okay? Because we've been here long enough.

17 You have in front of you the budget for
18 2002 with the fee increases. It's probably the most
19 comprehensive information that you've had in a long
20 time in terms of where things are going, what it's
21 going to do. I have got a lot of people I can thank.
22 I'm going to thank them personally, not here.

23 I would like to put a motion on the floor
24 to adopt.

25 UNIDENTIFIED SPEAKER: So move.

1 UNIDENTIFIED SPEAKER: Second.

2 MR. ELDRIDGE: Voice is acceptable?

3 Okay. Any questions about the budget?

4 Seeing no questions, I will ask for approval of the
5 budget by a voice vote. Aye; opposed?

6 (Budget passes.)

7 PRESIDENT CONTIGUGLIA: The budget passes.
8 Thank you very much. I will recognize MaryPat Bell
9 for the next item on the agenda, which is membership
10 approvals. MaryPat.

11 MS. BELL: On the back page of your
12 handout are the organizations that have applied for
13 membership. The Rules Committee has reviewed their
14 documents and recommended to the board that they be
15 approved, and the board has approved them and,
16 therefore, they are coming to the council. The
17 organizations to be considered are the Dwarf Athletic
18 Association of America, the Amateur Soccer
19 Association of Wyoming, the United States Sports
20 Specialty Association, the National Association of
21 Competitive Soccer Clubs, and Soccer Rhode Island.

22 Do I hear a motion to accept?

23 UNIDENTIFIED SPEAKER: So move.

24 UNIDENTIFIED SPEAKER: Second.

25 MS. BELL: Questions?

1 UNIDENTIFIED SPEAKER: Could you tell us
2 what categories of membership these various
3 organizations are applying for?

4 MS. BELL: Soccer Rhode Island and
5 Amateur Soccer Association of Wyoming are state
6 associations. The Dwarf Athletic will most likely
7 come under the DSO, the new category that was voted
8 on. The National Association of Competitive Soccer
9 Clubs is national affiliate, and the USSA is other, I
10 believe it's an other.

11 Question? All those in favor, say aye.

12 UNIDENTIFIED SPEAKER: Ma'am chairman. I
13 was given to understand that the USSAS, the specialty
14 was deferred by the NBOD.

15 MS. BELL: No, that was a different one.

16 MR. FLYNN: Name, please.

17 MR. CLEMENTS: Brent Clements,
18 Mississippi Youth.

19 MS. BELL: All those in favor, say aye;
20 opposed?

21 (Motion passes.)

22 MS. BELL: It passes. Thank you very
23 much, and welcome to those organizations and states.

24 PRESIDENT CONTIGUGLIA: I particularly
25 want to welcome all the members, but especially

1 Soccer Rhode Island.

2 We now have election of Foundation board
3 members, and I will ask David Eldridge to chair this
4 part of the meeting.

5 MR. ELDRIDGE: For the Foundation, we
6 have three positions that are open, and we have one
7 position that has a one-year term. And the
8 electronic voting will show you how we're going to do
9 this. We have -- we are assuming that the
10 individuals that are currently on the board are going
11 to run, so we have their names already in there. We
12 will have nominations from the floor, and I would
13 like you to follow the procedure. If you want to
14 nominate someone, let's do one minute. If you want
15 to second them, we'll take it from the floor. We
16 will have all the candidates, we will give them a
17 chance to address you for approximately three
18 minutes, so that's the procedure. Let's look at the
19 video of the voting procedure, because it is a little
20 different from what you have been doing.

21 MS. CARNES: For the three people for the
22 three-year term, the way you will do it is to enter
23 all three of your choices at one time. You will
24 first enter your first choice, wait until the light
25 goes out, then enter your second choice, wait until

1 the light goes out, and then your third, and it will
2 require all three of those. We will then tabulate
3 them and get the results back to you before the
4 meeting adjourns. There's only one time for one
5 person. You can't duplicate your vote. And for the
6 one term, it's just a straight vote.

7 MR. ELDRIDGE: You may vote for one
8 person, you may vote for two people, or you may vote
9 for three people. Also, it's going to take a little
10 longer to get the data processed because of the
11 activity. So with that in mind, I will open the
12 nominations from the floor. Mr. Edwards.

13 MR. EDWARDS: Mike Edwards, Chairman of
14 the Adult Council. I would like to place the
15 nomination of Irene Saucedo-Smith. She's visited the
16 regional meetings, and with every one she can.
17 Several people commented to me that they were happy
18 to see I brought my daughter with me to the meeting.
19 Don't be fooled by Irene's youthful good looks.
20 She's experienced in soccer. She wears no hat but
21 the Foundation's hat now. She's a tireless worker
22 for the Foundation, both on the board and the
23 oversight committee. She is diligently ensuring that
24 the legacy of the game earned in the '94 World Cup is
25 spread to all factions of the organization, and I

1 would strongly urge you to retain Irene as a board
2 member for the Foundation.

3 MR. ELDRIDGE: Thank you, Mike. Is there
4 a second from floor?

5 UNIDENTIFIED SPEAKER: Second.

6 MR. ELDRIDGE: I believe Mr. Sutter was
7 here.

8 MR. SUTTER: John Sutter, President North
9 Texas Soccer. North Texas State Soccer is proud to
10 place into nomination for Foundation board seat, the
11 name of Bob Black. Bob's soccer resume speaks for
12 itself: Ten years with the state association;
13 service as a regional amateur director; employee of
14 the Federation; consultant, and now back with North
15 Texas Soccer as Executive Director. Bob's knowledge,
16 experience, and integrity will allow him to serve the
17 Foundation and all of us completely and fairly.

18 I respectfully ask for your support of
19 Robert "Bob" Black. Thank you.

20 MR. ELDRIDGE: Thank you, John. A second
21 for Mr. Black?

22 UNIDENTIFIED SPEAKER: Second.

23 MR. ELDRIDGE: Thank you. Mr. Hays.

24 MR. HAYS: Brad Hays, I guess from New
25 Mexico would be my description.

1 I stand and it's my honor to nominate
2 Charlie Stillitano. I want to just go over a few
3 things, and I know we're -- you have been here a long
4 time, so I will make it brief. Charlie has been a
5 member of the Foundation board since its inception.
6 Since its inception, he's served as its
7 vice-president, a member of the Executive Committee,
8 and chair of the grants committee. When we started
9 the Foundation, we didn't know anything about giving
10 out grants, we had no procedure. Charlie's taken
11 that procedure from zero to one of the most
12 recognized and best operating grant application
13 procedures of any not-for-profit in the country. And
14 I think he gets, because he's not the sort of person
15 that stands up and wants accolades, he doesn't get
16 enough credit for that work that he's done over these
17 years.

18 I know Charlie to have had experience at
19 the youth level, the amateur level, and the
20 professional level, and he brings a very fair and
21 open-minded perspective to the Foundation board.

22 I believe that his service up until this
23 date deserves -- or places him in a position where he
24 deserves your support to continue on the board.

25 Thank you.

1 MR. ELDRIDGE: Thank you. Second for
2 Charlie?

3 UNIDENTIFIED SPEAKER: Second.

4 MR. ELDRIDGE: Thank you. Mr. Goaziou.

5 MR. GOAZIOU: Thank you, Mr. Eldridge.

6 It's my pleasure to put into nomination Kevin Payne
7 for the Foundation. Kevin has been on the Foundation
8 board since '98. He's currently on the Executive
9 Committee, and he's also the treasurer for the
10 Foundation. I have been working with Kevin now for
11 the last four or five years. He brings a great deal
12 of business acumen from his dealings in soccer,
13 brings it to the Foundation board. He is a great
14 asset, and I would ask that you vote for him and
15 support him in his run to be on the Foundation.

16 Thank you very much.

17 MR. ELDRIDGE: A second for Mr. Payne.

18 UNIDENTIFIED SPEAKER: Second.

19 MR. ELDRIDGE: Any other nominations?

20 Okay. I move the nominations close. Second?

21 UNIDENTIFIED SPEAKER: Second.

22 MR. ELDRIDGE: Okay, I'm going to give
23 every candidate three minutes to speak, and we will
24 do it in alphabetical order. That's the way we
25 decided by flipping a coin, and so Mr. Black, in

1 three minutes or so.

2 MR. BLACK: I think what I would like to
3 do today is surprise all of you and do it in less
4 than three minutes. I would say that there's very
5 few people here who don't know me. I have been to
6 every United States Soccer Federation Annual General
7 Meeting since 1984.

8 I have been to each of these meetings as
9 a member of the National Board of Directors, as an
10 employee of the Federation, as an alternate delegate,
11 as a delegate, as a guest, and I want to tell you
12 there were not a single one of those times that I
13 felt that I was -- that I knew more or knew less
14 because of the position I was sitting in.

15 All I want to do is continue what I have
16 been doing, which is work for every single one of you
17 and try to make this game the Number 1 game in the
18 country, not only from the youth side, which it
19 already is, but all the way through the adult side
20 and the professional side.

21 I ask that you give me consideration as
22 one of the three people that you would trust to serve
23 you on the Foundation.

24 Thank you.

25 MR. ELDRIDGE: Mr. Payne.

1 MR. PAYNE: I will be very brief, as
2 well. I have very much enjoyed the time that I have
3 spent serving on the Foundation's board. It's a
4 group that I think serves this board and serves all
5 of your interests extraordinarily well.

6 My background is quite broad. Those of
7 you who know me, know that. Those who don't, I will
8 tell you briefly that I was a registered amateur
9 player for many years. I have been a dues-paying
10 soccer parent in USYS in Virginia and in Connecticut.
11 I was a senior executive with the United States
12 Soccer Federation, and I am one of the founding
13 members of the Board of Governors of Major League
14 Soccer, so I think I have a pretty broad perspective.

15 You all know -- again, those of who know
16 me -- know that we won't always agree on every issue,
17 but you will not have any trouble finding out where I
18 stand on the issues. So I respectfully ask for your
19 support, and I hope I have an opportunity to continue
20 to work on the Foundation board.

21 Thank you very much.

22 MR. ELDRIDGE: Thank you, Kevin. Irene,
23 are you ready? There you are.

24 MS. SAUCEDO-SMITH: My name is Irene
25 Saucedo-Smith, and my hands are so cold right now.

1 I have served at the state association
2 level. I was president of Michigan for quite a few
3 years. I have worked with Olympic Development and
4 still have the pleasure of working for Region 2,
5 under Lyle Ward. I have been on the Foundation since
6 it started. I became involved in soccer because I
7 have two sons that are now -- well, one will be 35
8 this year -- which is hard to believe. Of course, I
9 was a child bride, I got married at 12.

10 But anyway, soccer has been good to my
11 family. My two sons graduated from Philadelphia
12 Textile on scholarships way back when they used to
13 make playoffs.

14 I would like to keep serving on the
15 Foundation, because I think it is a good group, and
16 even though we go in there and we have different
17 ideas, I think that we're all trying to better soccer
18 and we are trying to help with the finances. So I
19 would appreciate your vote. And I also do have to
20 say that Kevin Payne is a really good person on the
21 board, and so is Charlie Stillitano, and of course,
22 Bob Black is a good person, but I do want you to vote
23 for me. Again, thank you.

24 MR. ELDRIDGE: Charlie.

25 MR. STILLITANO: I'm probably the

1 hungriest of the four candidates at this point, so I
2 will keep it very brief. My name is Charlie
3 Stillitano. For those of you who don't know me, I
4 have served on the board since its inception. It's
5 been an honor for me to serve you.

6 As Kevin said, we come from a long
7 background of, I would say, every aspect of the
8 sport. To me, this has been, for me, the biggest
9 honor that I have ever had in soccer, is to serve on
10 this Foundation board, and I would hope you would
11 support me again for this position.

12 Thank you very much.

13 MR. ELDRIDGE: Thank you. And thank all
14 of you for being brief. We are totally familiar with
15 your credentials, and I would certainly say that
16 everyone that's nominated is well qualified.

17 So you guys with the electronics ready?

18 MR. BENANZER: Remember, this is a unique
19 vote. You have one and only one chance to enter in
20 your three candidates in the priority order, so you
21 will see the list of candidates come up on the screen
22 in a list of one to four, so you will press your
23 keypad. To choose one, you press 1, wait for the
24 light to go out. And if you want the second person
25 to be your second choice, press 2, wait for the light

1 to go out, and obviously, 3, wait for the light to go
2 out, and the vote will be done. Any questions?

3 MR. RUBENSTEIN: Is this -- he keeps
4 talking about priority vote. Is this a weighted
5 vote?

6 MR. ELDRIDGE: No, no, he's talking about
7 the order.

8 MR. GOAZIOU: When you vote, you are
9 picking your top two.

10 MR. RUBENSTEIN: All three of them get
11 equal voting.

12 MR. ELDRIDGE: You are supposed to throw
13 the names in order.

14 MR. BENANZER: That's correct. Put the
15 names in priority order. Everybody ready to vote?
16 We'll begin. Press your first choice in, wait for
17 the light to go out. Then your second choice. Take
18 your time.

19 Has everyone had enough time to place
20 their votes? If not, raise your hand.

21 MR. ELDRIDGE: If you haven't had enough
22 time, raise your hands. If not, we're going to close
23 the vote.

24 MR. BENANZER: I see most hands are down.
25 We will count them. We will close the voting in

1 three, two, one. It will take us a few minutes to
2 compile.

3 MR. ELDRIDGE: You will have to sit a
4 minute. I'm not going to stand up here and tell you
5 jokes, either. No, we can't start the next one,
6 because someone may want to run for the next
7 position.

8 Do we have the votes ready?

9 (Applause.)

10 MR. ELDRIDGE: You need to put them back
11 up so I can officially announce on the record so the
12 reporter will get it. The election results would be
13 Kevin Payne, Irene Saucedo-Smith and Charlie
14 Stillitano are elected to the Foundation board.

15 We will now open the nominations for the
16 other position, which is a one-year term. Anyone
17 want to nominate anyone for that position?

18 I have a nomination back here for Mr. Bob
19 Black. Would anyone want to second that?

20 UNIDENTIFIED SPEAKER: Second.

21 MR. BLACK: Mr. Eldridge, I would like to
22 respectfully decline the nomination. Am I out of
23 step? I would like to decline the nomination and say
24 I would like all my 376 supporters to support Lauren
25 Gregg, even though she's not nominated.

1 MR. ELDRIDGE: You are out of order.

2 MR. PALMEIRO: I'm honored to place in
3 nomination the name of John Motta. I have known for
4 about 15 years. He's been involved in our sport as a
5 state president, vice-president of our Federation.
6 He's a current Foundation board member, and I know he
7 has served very well and I would ask you all to
8 support him so that he could be on the board for
9 another year. Thank you.

10 MR. ELDRIDGE: Thank you. Do I have a
11 second from the floor for Mr. Motta?

12 UNIDENTIFIED SPEAKER: Second.

13 Do we have another nomination?

14 MR. DI CICCO: Yes. Mr. Chairman, I'm
15 very proud and privileged to nominate Lauren Gregg
16 for the position of U.S. Soccer Foundation Board of
17 Directors. Lauren's dedication, passion, loyalty,
18 work ethic, ability, is legendary. She has played
19 soccer to the national team level. She has coached a
20 gold medal team, Olympic team, two World championship
21 teams, U-21, Nordic Cup champions. She's a coach of
22 -- excuse me, the advisor of a men's Paramedic
23 Olympic team -- excuse me, Paralympic team -- She's
24 probably done that too.

25 MR. ELDRIDGE: You got ten seconds.

1 MR. DI CICCIO: Well, that's difficult to
2 speak for Lauren in all she's done for this sport in
3 ten seconds, but I know, and you know, that she would
4 be an incredible board of director member for the
5 U.S. Soccer Foundation.

6 MR. ELDRIDGE: Thank you, Tony. I have a
7 second for Lauren?

8 UNIDENTIFIED SPEAKER: Second.

9 MR. ELDRIDGE: Any other nominations? Do
10 I have a motion to close the nominations? All in
11 favor, aye. You guys got the names? We're going to
12 do it alphabetically. Lauren, do you wish to address
13 the body?

14 MS. GREGG: Sure.

15 Thank you first for the nomination, and
16 it's really a privilege to stand before so many of
17 you that have really helped me along the way, and
18 that's really the biggest reason that I want to go
19 for this position. Because I have been given so, so
20 much by so many of you in this room, and by so much
21 from just the sport itself, and I'm someone that
22 feels an incredible sense of responsibility to turn
23 around and give back what I have been given. And I
24 think my perspective is so unique, in that I remember
25 the day that we were given a T-shirt for the first

1 time on the women's national team, and what that
2 meant, or the day when I was 14 years old and we had
3 our first club practice ever for women in my town, to
4 having what I've had and standing on a podium and
5 receiving gold medal.

6 So I know what it's like when you don't
7 have anything and you need somebody to hear your
8 needs and answer those needs. And I also know what
9 our demands and our needs are to keep our elite
10 athletes training competing at the highest level.
11 And so I think I will feel and hear, and respect each
12 person's need. And I really wear no hat but the hat
13 of the game. And I want to answer the call to give
14 back what I have been given. So if you feel like I
15 can represent you well, I would love your vote for a
16 Board of Directors member for the Foundation. Thank
17 you.

18 MR. ELDRIDGE: Thank you. John Motta.

19 MR. MOTTA: Good afternoon. I feel that
20 most people in the room know who I am. But those of
21 you who don't, I have been involved in the game also
22 all my life. I played a game as a youth player as an
23 amateur player. I was a state president for ten
24 years. I refereed right up to the MLS level, and
25 last year I -- up to last year, I served two years as

1 an Executive Vice-president of U.S. Soccer.

2 I also want to share a story with you.
3 As an owner of a Division 3 professional team, a few
4 years back Francisco Marcos had called me and asked
5 me -- he got into a little bit of trouble with a team
6 in Montreal and asked for my support to bring a team
7 into New Hampshire to complete his season. He called
8 me approximately on April 1st. By April 15th, I had
9 transferred the whole team from Montreal into New
10 Hampshire, put them in housing, got the stadium, got
11 everything that was needed to get that team to play
12 in the league for one year.

13 That is passion and that is the love I
14 have for this game. \$50,000 later out of my pocket,
15 I'm still standing here and still supporting this
16 game. And I ask for the support from you people to
17 continue in my position, because, you know, that type
18 of passion, I believe, is the type of passion that we
19 need to keep in this game.

20 I was actually voted into the Foundation
21 board last year, after I lost my election to Sunil,
22 I'm finishing Sunil's term. I was voted unanimously
23 by the Board of Directors of the Foundation to
24 fulfill -- to finish the term that Sunil -- to finish
25 Sunil's term, and I'm just asking that you support me

1 to continue to finish that term. And I thank you.

2 (Applause.)

3 MR. ELDRIDGE: Thank you, John. This
4 should be a little simpler procedure. There are two
5 candidates, you will vote for one. Are you ready to
6 vote? Vote.

7 MR. BENANZER: The voting will close in
8 three, two, one.

9 MR. ELDRIDGE: Lauren Gregg has been
10 elected to the position on the Board of Directors.

11 PRESIDENT CONTIGUGLIA: Thank you very
12 much. Congratulations to the new board members of
13 the Foundation. I would like to say John Motta has
14 done a fabulous job, and I'm sure he will remain
15 involved in our sport.

16 Before I go to the last item of business,
17 which is the memorial resolution, since it is
18 somewhat of a solemn occasion, I will give a few
19 announcements and one or two comments, and then we
20 will go to the memorial resolution, the Good of the
21 Game, and the adjournment.

22 MR. BENANZER: Bob, could you ask that we
23 move to destroy ballots?

24 PRESIDENT CONTIGUGLIA: Okay. By
25 acclamation, may we destroy ballots? All in favor,

1 please say aye; opposed?

2 (Motion passes.)

3 PRESIDENT CONTIGUGLIA: I first want to
4 recognize two members of our Board of Directors who
5 are stepping down, Larry Monaco and Wally Watson, and
6 thank them both for their service. I'm sure they will
7 stay involved in the game, and Wally, you are here,
8 so thank you.

9 (Applause.)

10 PRESIDENT CONTIGUGLIA: I also want to
11 welcome Richard Groff onto the board. He will be
12 joining us at our next board meeting. I don't think
13 we have to mention Rich's extensive background and
14 what he brings to the table, and you are welcome to
15 join us, Richard. Thank you. Or congratulations I
16 guess is more in order than a thank you. Future
17 thank yous.

18 And a big, big thank you to Georgia State
19 Soccer. This has been an incredible event. A lot of
20 time has gone in, many, many volunteers, a wonderful
21 game yesterday, bus ride, et cetera, so I want to
22 thank Georgia Soccer. Wherever you are, stand up and
23 be counted and let us give you a hand.

24 (Applause.)

25 PRESIDENT CONTIGUGLIA: I have a few

RESLING REPORTING SERVICES

1 announcements. Members of the Appeals Committee are
2 asked to meet with Allison Kocoras in front of the
3 staff table. That's to the membership's right --
4 membership's right and my left, over there, after the
5 meeting.

6 Due to the length of the AGM, this is
7 going to be a huge disappointment to most of you,
8 today's mini soccer tournament has been cancelled.
9 Sorry, Marcelo, Jeff. And tonight's dinner is in
10 this room, and please, attire is casual. It will be
11 a buffet style dinner.

12 And now for two memorial resolutions. I
13 would first like to recognize Darl Rose and Chris
14 Christofferson. And what I will ask for is when they
15 complete their resolutions, I would ask for a
16 standing vote of the membership.

17 MR. CHRISTOFFERSON: This is in memoriam
18 Elmer Ehlers.

19 Whereas, Elmer Ehlers dedicated his life
20 to the sport of soccer in the United States, and
21 whereas, he came to the sport through his four
22 soccer-playing sons of the Milwaukee Kickers and
23 Soccer Club, and whereas, he worked most of his life
24 with the U.S. Postal Service and served with an army
25 postal unit in the Korean War, and whereas, in the

1 early '70s, he became a Milwaukee Kicker's general
2 manager, and whereas, he served ten years as regional
3 director for U.S. Soccer Association, retiring in
4 1994.

5 Whereas, he was a commissioner with the
6 Wisconsin Soccer Association, and whereas, he is a
7 member of the Wisconsin Soccer Hall of Fame. And
8 whereas, he was a lifetime member of the U.S. Soccer
9 Federation, and whereas, he met his goal of helping
10 to introduce young soccer players to a higher level
11 of play through international travel and professional
12 development, the United States Soccer Federation, by
13 unanimous acclamation of the National Council, does
14 hereby acknowledge the outstanding contributions and
15 legacy to the sport of soccer in the U.S. by Elmer
16 Ehlers, lifetime member of U.S. Soccer, 1927 to 2001.

17 PRESIDENT CONTIGUGLIA: Please stand to
18 vote.

19 (Members stand.)

20 MR. ROSE: Thank you.

21 PRESIDENT CONTIGUGLIA: By acclamation,
22 the Memorial Resolution is passed.

23 Marge Madriago will read another
24 resolution. And just let me say that Marge will also
25 be chairing a committee to look for ways that we can

1 honor our Past President, Werner Fricker, and
2 recognize all that he has done for the organization.
3 And her charge will be to come up with an award or
4 method of acknowledging Werner's contribution to the
5 game.

6 Marge.

7 MS. MADRIAGO: In memoriam, July 20th,
8 2001: Whereas, Werner Fricker dedicated his life to
9 the sport of soccer in the United States, and
10 whereas, he was born in Yugoslavia before eventually
11 relocating to Pennsylvania with his family and
12 starting his own construction company, and whereas,
13 he was a star midfielder for the United German
14 Hungarians of Philadelphia Soccer Club from 1954 to
15 1969, and whereas, he was a member of the 1964 U.S.
16 National Team, and whereas, he was president of the
17 United States Soccer Federation from 1984 to 1990,
18 and was instrumental in advancing the sport to levels
19 never previously attained, and whereas, with his
20 leadership and personal commitment to U.S. Soccer, he
21 was instrumental in helping the U.S. earn the right
22 to host a 1994 FIFA World Cup. And whereas, he
23 served on the CONCACAV Executive Committee and was
24 chairman of the CONCACAV Finance Committee, and
25 whereas, he was inducted into the National Soccer

1 Hall of Fame in 1992, and whereas, he was a true U.S.
2 Soccer pioneer and will be remembered by everyone
3 involved in the sport as we continue to reap the
4 benefits of his leadership across more than 40 years
5 of involvement in the game, the United States Soccer
6 Federation, by unanimous acclamation of the National
7 Council, does hereby acknowledge the outstanding
8 contributions and legacy to the sport of soccer in
9 the United States by Werner Fricker, former
10 President, U.S. Soccer, 1936, 2001. Dan Flynn,
11 Secretary General, Dr. S. Robert Contiguglia,
12 President.

13 PRESIDENT CONTIGUGLIA: Please stand.

14 (Members standing.)

15 MS. MADRIAGO: Thank you.

16 PRESIDENT CONTIGUGLIA: The motion is
17 passed by acclamation.

18 I will ask if anyone on the Board of
19 Directors or in the membership wishes to say anything
20 regarding these two wonderful, marvelous individuals
21 before we go into the Good of the Game? Is there
22 anyone who wishes to speak?

23 MR. GULATI: I have said nothing through
24 a long meeting, it would be impossible not to say a
25 few words about Werner for me. I actually met Werner,

1 Jr., first, in a C license coaching course together
2 20 years ago. And it's been a very long day, so I
3 will keep my comments fairly brief.

4 There are so many memories of the man,
5 July 4th, 19 years ago that we were talking about
6 with Mavis, and Frank Borroni was there in a
7 penthouse in New York. Phil Woosman was in the back
8 was there. 1989, the hugs when we qualified, 1990,
9 the tears when -- a couple of you guys will remember
10 that day against Czechoslovakia at the time. Some
11 tough times in the '90s. And I guess the two things
12 I would say about Werner, and there are lots of --
13 lots of memories, they weren't boys and girls, they
14 were players. We always had to get better.

15 One is the enormous -- and I'm not
16 sure -- no, I am sure -- in fact, that I have not met
17 anybody in the game who had more respect for the
18 Federation and what that is. I'm including --
19 including in 1990, after being the driving force and
20 getting the World Cup here and losing an election in
21 this body, still extraordinary respect for the
22 organization. And it was never a "you" or "they"
23 issue for Werner, because the Federation was all of
24 us. And I don't think I have met anybody in the game
25 or anybody in the Federation that understood that

1 more with youth, amateur, pros, athletes, and the
2 extraordinary respect he had for the office of
3 president.

4 In '90 -- and Richard Groff and I were
5 two of his closest advisors in that election -- was a
6 pretty surprising and bitter election, but
7 extraordinary that he could turn around and have a
8 working relationship because he respected the office.
9 Like all people, he never liked everybody, none of us
10 does, but he respected the office.

11 And the last thing I would say that is in
12 1991, the newly elected president, Alan Rothenberg,
13 made a presentation to three of us, and we figured it
14 was really a kind of a way of retiring us. And he
15 gave us statues that Georgina Rothenberg had
16 designed. Richard Groff got one and I got one, and
17 Werner got one, and we were taking it as a polite way
18 of saying thanks, and more importantly, good-bye.

19 And we were joking that what we were
20 going to get in this presentation was watches. And
21 somewhere in the minutes of the 1991 meeting, Werner,
22 when he got his award, looked up at Richard and I and
23 said in the National Council meeting, "Hey, guys,
24 it's good news. We didn't get watches." And sure
25 enough, Werner, nobody here has given you a watch.

1 You are still part of this. Thanks, we will miss you
2 sorely, but we know you are still with us.

3 (Applause.)

4 PRESIDENT CONTIGUGLIA: Is there anyone
5 else that wishes to make a comment? If not, I would
6 like to. Over the last several months, I sat down
7 and thought about how I envisioned Werner Fricker,
8 and I keep coming back to the same experience of me
9 chasing him down the ski slopes at Vail. And his
10 style on the ski slopes was very much like his style
11 as an individual and as a president: Direct. Not
12 only do you have to go down the hill with him
13 directly, but also you have to keep up with him, and
14 that was a great challenge.

15 I became really close to Werner during
16 the last two years. He approached me at an amateur
17 meeting one evening, and he said, "You know, it's
18 lonely being president. How about going out for
19 dinner?" We had a great dinner, and subsequent to
20 that, we have had him in major involvement in this
21 organization, and he's been a very personal advisor
22 to me, and I thank him for what he has done.

23 Thank you.

24 (Applause.)

25 PRESIDENT CONTIGUGLIA: We will now go to

1 the Good of the Game, anyone have anything to say?

2 If not, I will entertain a motion to adjourn.

3 MR. EDWARDS: If you are a member of the
4 Adult Council, raise your hand. If you want to move
5 the meeting from 8:00 to 9:00 in the morning, leave
6 your hand up. Could you bang that gavel?

7 PRESIDENT CONTIGUGLIA: We're adjourned.

8 MS. CHILDRESS: First off, I just wanted
9 to thank -- the state of Georgia would like to thank
10 everybody that came and hope you had a good time
11 while you were here. And we do have a hospitality
12 room, so we hope to see you there.

13 (Adjourned at 1:35 p.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 Atlanta Hilton,
8 Atlanta, Georgia, on July 20, 2001; then reduced to
9 typewritten form consisting of 219 pages herein; that
10 the foregoing is a true transcript of the questions
11 asked, testimony given and proceedings had.

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

16
17 In witness hereof I have hereunto set my hand
18 this 31st day of July, 2001.

19
20 _____
21 Debra K. Resling, CSR, CRR
22 Registered Merit Reporter
23 and Notary Public.
24 4 Cheyenne Boulevard
25 Colorado Springs, CO 80906

My commission expires February 25, 2005