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
### AGENDA

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

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

(Moment of silence.)

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

MR. FRISOLI: Mr. President.

PRESIDENT CONTIGUGLIA: Yes.

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

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

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

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

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

Pledge of allegiance, please everyone stand.

(Pledge of allegiance recited.)

PRESIDENT CONTIGUGLIA: I will ask John Benanzer to do the roll call and the credentials

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committee report. John.

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

That's the objective.

We will start with Adult Council.

(The roll call being taken by Mr. Benanzer; responses by members present.)

Q  Alabama.
A  Here.
Q  Alaska. Arizona.
A  Here.
Q  Arkansas. California North.

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California South.

Connecticut.

Eastern New York.

Eastern Pennsylvania.

Florida.

Georgia.

Hawaii.

Idaho.

Illinois.

Indiana.

Iowa.
Q  Kansas. Kentucky.
A  Here.
Q  Louisiana.
A  Here.
Q  Maryland.
A  Here.
Q  Massachusetts.
A  Here.
Q  Metro D.C. Virginia.
A  Here.
Q  Michigan.
A  Here.
Q  Minnesota.
A  Here.
Q  Mississippi.
A  Here.
A  Here.
Q  New Hampshire.
A  Here.
Q  New Jersey.
A  Here.
Q  New Mexico.
A  Here.
Q  North Carolina.

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Here.
North Texas.
Here.
Ohio north.
Here.
Oklahoma.
Here.
Oregon.
Here.
Pennsylvania West.
Present.
Rhode Island.
Here.
South Dakota. Southern Ohio.
Here.
Tennessee.
Here.
Texas South.
Here.
Utah.
Here.
Washington.
Here.
West Virginia.
Here.

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Okay. I will go ahead and complete the rest of the roll call, and we'll go back and find out if the states that didn't respond are here.

Next is the Adult National Association?

USASA affiliates, AYSO?

USASA affiliates and the USL amateur teams.

The athletes council, Jeff Agoos.

Briana Scurry.

Marcelo Balboa.

Chico Borja.

Mark Dodd.

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.

RESLING REPORTING SERVICES
1. Eastern Pennsylvania.
2. Here.
3. Florida.
4. Here.
5. Georgia.
6. Here.
8. Here.
10. Here.
11. Illinois.
12. Here.
13. Indiana.
14. Here.
15. Iowa.
16. Here.
17. Kansas.
18. Here.
20. Here.
21. Louisiana.
22. Here.
23. Maine.
24. Here.
25. Maryland.

RESLING REPORTING SERVICES
1. A Here.
2. Q Massachusetts.
3. A Here.
5. A Here.
6. Q Minnesota.
7. A Here.
8. Q Mississippi.
10. Q Missouri.
11. A Here.
12. Q Montana.
14. Q Nebraska.
15. A Here.
16. Q Nevada.
17. A Here.
18. Q New Hampshire.
19. A Here.
20. Q New Jersey.
22. Q New Mexico.
23. A Here.
25. A Here.
North Carolina.
Here.
North Dakota.
Here.
North Texas.
Here.
Ohio North.
Here.
Ohio South.
Here.
Oklahoma.
Here.
Oregon.
Here.
Pennsylvania West.
Here.
South Carolina.
Here.
South Dakota.
Here.
South Texas.
Here.
Tennessee.
Here.
Utah.
1. A Here.
2. Q Vermont.
3. A Here.
4. Q Virginia.
5. A Here.
7. A Here.
8. Q West Virginia.
10. Q Wisconsin.
11. A Here.
12. Q Wyoming.
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?
22. Q Major League Soccer?
23. A Here.
24. Q Dan Courtemanche.
25. A Here.

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Ivan Gazidis. Here.

Mark Noonan. Here.

Steven Hamilton. Here.

Nelson Rodriguez. Here.

David Wright. Here.

USL A-League Division 2, Tim Hoyt. Here.

John Latham. Here.

Division 3, Jenny McDonald. Here.

Jeanne MacPherson. Here.

The WUSA league, Marilyn Bjornsrud, is Marilyn here? Joe Cummings. Here.

Christina Kenney. Susan Marenoff. Here.

Tom Meredith. Here.

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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 Association for Youth.
12 A Here.
13 Q The Y league.
14 A Here.
15 Q The associate members, NSCAA.
16 A Here.
17 Q National Hall of Fame.
18 A Here.
19 Q Soccer in the Streets. Albert Stokes.
20 A Here.
21 Q Sunil Gulati.
22 A Here.
23 Q Sunil Gulati.
24 A Here.
25 Q Sunil Gulati.

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1 A Here.
2 Q Bill Goaziou.
3 A Here.
4 Q Burton Haimes.
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 Q Wally Wallace.
24 A Here.
25 Q Or Wally Watson, I'm sorry.

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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.
10. Q  Larry Harmon.
11. A  Here.
12. Q  Bob Palmeiro.
14. Q  Darl Rose.
15. A  Here.
17. A  Here.
18. Q  Don Garber.
19. A  Here.
20. Q  Barbara Allen.
22. Q  David Askinas.
23. A  Here.
24. Q  Tony DiCicco.
25. A  Here.

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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.

MR. BENANZER: Okay. We will call once
again the amateurs that did not respond at the last
A Here.
Q Kansas. Missouri. Montana. South Dakota?

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

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will be 742. That's my report.

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

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

MR. GOAZIOU: So move.

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

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

UNIDENTIFIED SPEAKER: So move.

PRESIDENT CONTIGUGLIA: Any discussion or objection?

UNIDENTIFIED SPEAKER: Where was the agenda?

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

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

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

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

Who would have "thunk" it that our men's national team has 13 points with four games to go before World Cup qualifying. Bruce Arena has done a fabulous job with that team, and some of its members are right here with Jeff Agoos. The United States has shown we are one of the best teams in CONCACAV, and more importantly, we have shown that our
homegrown players, who are playing in the MLS and who
are playing abroad, can play with the best in the
world.

I was privileged to attend the youth
world championships in Argentina. It is clear that
although we can play with the best, we are not at the
same level as the champions, Argentina, with their
high-priced and incredibly talented players.

Clearly, we have more work to do to develop players
between the ages of 17 and 20 years old, but
professional experience is a necessity to succeed.

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

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

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

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

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

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

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

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

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

The focus will be on how to best teach
young players the techniques and tactics of the game.
In addition to players needing to be playing -- in addition, players need to be playing at the highest level of competition appropriate to their ability, with the most talented players playing at the international level. The player development programs in countries like France, England and Holland provide competition with other countries as early as 13 years old. Whenever possible, we must provide levels of competition appropriate for our players' abilities, and constantly challenge them to be as good as they can be.

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

Our service to the referee community continues to improve by using technology more efficiently in registration and in assignments. We will continue to focus more resources on grass roots
referee education and service than ever before. We believe strongly that we must focus on referee development as we focus on player and coach development.

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

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

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

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

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

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

We still have more to do. When we talk about player development, we also must talk about athlete safety and performance. Our U.S. Soccer sports medicine committee is conducting two studies that are critical for player development and safety. The sports medicine committee, with Foundation support, is doing research on heading and head injury, as well as research on the prevention of ACL
injuries, the most common injury in women football players, soccer players.

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

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

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

And earlier this year, we completed our national team player contracts -- I think it was the first ever that we ever completed within a cycle --
for both our men and our women. And you are all aware that our women player contract is a historic contract, in that there is now gender equity on the appearance fee side between the men and the women.

(Applause.)

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

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

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

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for all of us and represents the entire membership.

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

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

U.S. Soccer is also a service

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

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

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

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

(Appause.)

PRESIDENT CONTIGUGLIA: But we have more
to do. I just returned from the FIFA extraordinary congress in Buenos Aires, Argentina, and as many of you may know, the 2010 World Cup will go to an African nation. I firmly believe that we need to start preparing to apply for the World Cup in 2014, and I believe it will be in the United States, so we need to start thinking about that.

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

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

So, ladies and gentlemen, you can see that we have made great progress over this past year. Thanks to all of you, U.S. Soccer is in great shape,
both on and off the field. We are well on our way to becoming one of the finest sports organizations in the world, and our players are on the way, if not already, to be among the best in the world. And I truly believe that together we can accomplish a great deal more, and we can focus on winning the men's World Cup and continuing dominance on the women's side.

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

(Appause.)

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

MR. FLYNN: Thank you, Bob.

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

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

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

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

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

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

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

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

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

In terms of our finances, very quickly,
we started the year with a deficit budget that was approved by the board of 2.2 million. We are projecting to be break-even at $300,000 surplus. It's a $2-1/2 million favorable swing, and there is reasons for that that I will touch on in a moment. But we are now, I think, in a position where we have flattened out, we are turning the corner. We can lay our plans out and have a model so we can move forward in an efficient manner. We have also in the last year secured a player development grant from the Foundation that addresses how we can get beyond that minimum level of funding for player development. Organizationally, we have 34 open positions. It hasn't been fun. It's been difficult at times, but we are determined, we're committed to be efficient. It won't stay that way. We're going to have to add some as we move forward, but the first thing we had to do was address the core of our business, which are people. We're had to lock in on the people that we could, to take this organization and move forward.

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

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

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

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

We have the U.S. Soccer Foundation
feature. I think it's one of the best organizations
in all of soccer, and we want to continue to get the
good word out about our Foundation. And as Bob
mentioned, it allows for each constituent -- when you get these messages, you can respond directly back to us if you have a comment about that piece of information or any other comments you might have.

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

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

I want to touch on the National Training Center. Almost two years ago, our national team coaches outlined what they thought was an important element for our teams and for the soccer community. And I want to stress that. They felt it was not just...
something that was good for our national teams, but
something that would benefit the entire soccer
community.

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

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

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

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

In terms of usage, we will have

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

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

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

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

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

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

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

MR. GIOBBI: Thank you, Dan. As
everybody here knows the Foundation's mission is to
grow the sport. We are extremely proud of all of our
programs, that run from the grass-roots programs to
those that touch to the elite player. As you all
know, and from a lot of the conversations we have had with you over the last couple of years, the Foundation's programs have expanded dramatically. We are so proud of everything, of all of our programs, and under the leadership of Jim Hamilton, our chairman, and Charlie Stillitano, our vice chairman, Kevin Payne, our secretary, and Brad Hays, our treasurer, we have grown dramatically from just a granting organization to getting into a whole number of proactive programs.

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

I just wanted to give you a brief idea of all of the vehicles we're going to try to use, to raise those $10 million for the National Training Center. Obviously, as Dan indicated, there are a number of limited naming rights for the offices, the fields, the locker rooms. We're going to try and market them. There are marketing rights. There are other promotions, such as a buy-a-brick program or the wall of fame, and we're going to be disseminating
information to you and other members of the soccer community and we very much hope you will be involved. We're going to be looking for major gifts from individuals and corporations and foundations. We will be approaching the federal and state governments for their help. We believe especially the federal government may be of a major assistance in this type of a project. It will be a major economic benefit to southern California. We're going to be doing all sorts of special events across the country. One of them that is in the final stages of planning, which you will hear a lot more about, will be a major banquet in Washington, D.C., honoring a decade of U.S. World Cup Soccer. We will give you more information about that, but that's going to be awfully exciting.

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

Thank you, Dan.

MR. FLYNN: Thanks, Herb. Herb, I do
have a comment on the federal government dollars,
let's be careful, we want this to open in the next
couple of years.

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

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

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

    And we want to continue to increase our

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

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

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

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

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

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

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

(Applause.)

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

PRESIDENT CONTIGUGLIA: All right. Time
to do business.

I will ask MaryPat Bell to -- our Rules

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

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

UNIDENTIFIED SPEAKER: So move.

MS. BELL: Second?

MS. HARVEY: Second.

MS. BELL: Discussion?

UNIDENTIFIED SPEAKER Pat.

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

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

But if you will, there's going to be a short demonstration at the beginning that shows -- there will be a question come up on board that they can answer, but the keypads, I'm going to turn that
over to them to explain to you right now.

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

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

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

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

UNIDENTIFIED SPEAKER: The answer was 32.

MS. BELL: A couple of things. There is not a clock on the screen, so as John said, the time -- 20 seconds or when it gets down to it, he will say, "Voting is closing, 3, 2, 1," and when we hit 1, the voting will stop. So make sure that you have pushed your button if you wish to do so.
Second, if you would have any desire or wish to amend any of the amendments that are coming to the floor, somewhere there are the three-part amendment sheets. If you do not have one and you are writing out your amendment, please make two copies, so that I will have the exact wording to pass on, I'm not trying to write it in.

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

MS. ILACQUA: They will be over there.

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

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

There are none. Well, did they find them?

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

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

Okay. Now, we will go back to first

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

MR. GOAZIOU: So move.

MS. BELL: Second?

UNIDENTIFIED SPEAKER: Second.

MS. BELL: Discussion?

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

MS. BELL: Do you have that in writing?

MR. BURTON: Yes, I do.

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

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

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

MR. BURTON: Right.

UNIDENTIFIED SPEAKER: Second.

MS. BELL: Discussion?

MR. BURTON: This is the way the original bylaw was written. I think it's reasonable to expect that an organization that wants to participate, to
join locally the local state association. And then four is a good division. When they are in four states, then they can apply for membership to the Federation.

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

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

MS. BELL: Thank you.

MR. ABBOTT: MaryPat.

MS. BELL: Yes.

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

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

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

MR. ABBOTT: Excuse me, Bob Abbott, Louisiana.
MS. BELL: So Bob, you want to take out in "more than" and just put "four"?

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

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

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

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

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

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

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

UNIDENTIFIED SPEAKER: Read the amendment again.

MS. BELL: The amendment would change under Other Affiliate, "competes in less than 26 states of the United States, but in more than -- UNIDENTIFIED SPEAKER: Number 16.

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

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

UNIDENTIFIED SPEAKER: No, no, no.

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

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

UNIDENTIFIED SPEAKER: To change the number three to four.

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

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

(Amendment passes.)

MS. BELL: The amendment passes to four.
Now, we will vote on --

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

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

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

MS. BELL: Now we are ready to vote on the main motion as amended.
MR. BENANZER: MaryPat.

MS. BELL: Yes.

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

MS. BELL: I believe it clearly passed.

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

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

MR. BENANZER: Basically, MaryPat, this has been changed now where only the people voting will be shown and it will be based on that number, whatever 51 percent is, or whatever -- I guess, is this would require your two-thirds at this point, so the ones abstaining will not be shown because it won't be included. And the voting will be ceasing in
3, 2, 1.

MS. BELL: The motion carries by 690 -- 77.9...and we still have the other one up there.
Okay, the second amendment proposed by the Rules Committee is to add a number 6, disabled service organization, to our membership category. So a motion to accept?

UNIDENTIFIED SPEAKER: So move.

MS. BELL: Second?

UNIDENTIFIED SPEAKER: Second.

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

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

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

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

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

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

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

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

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

The next amendment is proposed by Larry Monaco, Bylaw 212, Section 14, 603, Bylaw Section 1.
Now, as you noticed, in your packets there are two different proposals to Bylaw 601, Section 1, regarding interplay. The amendment proposed by Larry Monaco would substitute a new Section 1. The amendment that's proposed by Director Bruno Trapikas would change some of the wording of Section 1 and strike out Section 1B. If Director Monaco's substitute were passed first, Director Trapikas' amendment would be moot.

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

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

MR. GOAZIOU: I'm confused.

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

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

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

UNIDENTIFIED SPEAKER: I will second it.
MS. BELL: It's been seconded.

Discussion?

MR. FRISOLI: Read it again.
I haven't the faintest idea of what's
going on in here.

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

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

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

MS. HARVEY: Okay. Just checking.

UNIDENTIFIED SPEAKER: Where does it go?

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

If this particular language passes, then

the following amendment will be withdrawn by Bruno

Trapikas.

MS. HARVEY: Can you restate it, MaryPat?

MS. BELL: New A: "Require that every

player, coach and administrator that is sponsored, 

financed, coached, organized, or administered by an 

organizational member or a member of an 

organizational member, shall be registered with the 

appropriate organizational member."

MR. COLLINS: MaryPat. John Collins. If 

I could try and maybe use an example, which might 

clear up what the amendment is doing here. In 

reading this, Larry and Bruno saw that there's a 

slight technicality with respect to this language, 

and they're trying to correct that. The example 

would be, the way it's currently proposed in the book 
prior to any amendment by Larry and Bruno, was the 

members of an organization member must register all 

their players, coaches, et cetera. They, in looking
at it, thought that there may be a case where some
players, coaches, et cetera, registered directly with
that organization member and not through a member.

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

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

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

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

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

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

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

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

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

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

(Amendment passes.)
MS. BELL: The amendment to the amendment passes. We will now vote on the amendment as amended. Any discussion? Okay. We're ready to vote on the amendment as amended. Please vote.

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

(Amendment passes.)

MS. BELL: The amendment passes.

Mr. Trapikas, you will withdraw yours?

Yes, the next one is withdrawn. We are now on Page 11, Bylaw 603, proposed by the Rules Committee. Is there a motion to accept?

MS. HARVEY: So move.

UNIDENTIFIED SPEAKER: Second.

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

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

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

We are now on Page 12 of amendment to Bylaw 302, Section 2(a)(2), proposed by the Strategic RESLING REPORTING SERVICES
Input Committee. Is there a motion to accept?

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

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

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

MS. BELL: I don't agree with that, because it was submitted on time. We chose to change it because it had come from that committee and the wrong committee was put on it.
MR. MC GEE: I challenge the ruling of the chair.

MS. BELL: Is there a second?

UNIDENTIFIED SPEAKER: Second.

MS. BELL: Okay. Any further discussion? We are voting on challenging the chair. It's a majority. The chair is saying that it was received on time and that who presented it was incorrect when we got it.

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

UNIDENTIFIED SPEAKER: No, no, no.

MR. MALMUT: Roberts Rules clearly state that when the bylaws are clear on a matter, then that matter is not subject to a challenge or the ruling of the chair by way of appeal. And in this case, the bylaws, as stated by the chairman of the Rules Committee, indicate only that the matter must be submitted the numbered days in advance, 120. This proposal was, in fact, submitted that number of days in advance. It doesn't matter that it was officially submitted according to one or another person or what entity, because whichever person composed it, was composed of members of the board who are entitled to make that amendment proposal.
So the fact that it was made in the name
of one committee or another committee, all members of
all those committees are, in fact, entitled to
propose a rule, and they did propose the rule in the
time permitted. And the reason that the time is
allowed, is to allow the Rules Committee to consider
this. And they have considered it and they have made
a recommendation. So that the bylaws have been
complied with, and there is no question according to
the bylaws that it was timely received.

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

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

MR. MC GEE: By whom?
MS. MADRIAGO: As a member of the
strategic input committee, I would like to state that
we did not discuss policy, we only discussed fees.
We did not submit a rule change.

MR. MC GEE: Madam chair, I would ask the
chair to reconsider its ruling.

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

UNIDENTIFIED SPEAKER: By who?

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

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

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

MS. BELL: I'm not in that, either, Costas. Anyway, if you don't like it, you have the opportunity to vote it down. Where this came from is the strategic planning committee, as you get into the funding, they have brought us a player -- per player
increase. The amateur division has a per team fee. In order to make it equitable, along with the policies of the strategic planning committee, that everybody, every organization, member organization pay a per player fee, the bylaw change was proposed to bring the amateurs in line with the other member organizations.

Again, it's your decision.

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

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

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

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

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

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

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

MS. BELL: Any other discussion?

MR. KRAUTH: Carl Krauth, Georgia Youth. I would like the Strategic Input Committee to withdraw this proposal.

MS. BELL: Can we withdraw it?

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

(Applause.)

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

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

UNIDENTIFIED SPEAKER: So move.

MS. BELL: Is there a second?

UNIDENTIFIED SPEAKER: Second.
MS. BELL: Discussion? Seeing none --

MS. HARVEY: We have an amendment to propose.

MS. BELL: Okay. Any other discussion?

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

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

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

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

I oppose this motion. U.S. Youth Soccer runs its workshop in the springtime. Most of our states have workshops and AGMs in that same quarter, and as so nicely said, nobody wants to give up time to work, and we have to give up that time already in
that time frame, and it's going to be more difficult
to run our own programs and give up that time to
squeeze us all into one three-month period.

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

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

We would like to speak very strongly in
favor of this motion. We agree with the athletes.

It's a great opportunity and time for us to all get
together and look at our rules, look at our fee
structures and have something we can take back to our
state associations with months in advance of our
state AGMs, and before our season starts with what's
going to happen in the upcoming year. And we also
think it might be a great idea to have, as the
Amateurs have a mid-year meeting, and the youth have
a mid-year meeting, to be able to move that mid-year
meeting to outside where the game is really played,
and maybe have a coaching clinic or two on grass,
instead of in a ballroom like this.

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

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

(Applause.)

MS. BELL: Thank you. Mr. Messersmith.

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

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

With all of that together, this just
seemed to make sense. We also, as a board, it's been
discussed from time to time by the National Board of
Directors, should we be moving the meeting or not?
We have never really come to a consensus or anything. It's never been formally brought forth. We wanted to get it out here, get it on the table, and then let the National Council decide when we should have our meetings. And once that's decided, then we, as an organization, will also be able to plan when we do our large meeting in the spring.

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

MS. CHILDRESS: Marilyn Childress from the Georgia Amateurs.

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

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

MS. CHILDRESS: Okay.

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

MR. HAIMES: Burton Haimes, AYSO.

I think there's pragmatic problems with having a winter AGM for a couple of reasons; one,
organizationally, the AYSO has all of its sectional meetings during that period when it's a downtime for us or indoor time for us, and we can't disrupt that schedule. Secondly, but most important, I think for the Federation is the fact that we're on a fiscal year that starts with September 1, and holding the AGM in the summer enables us to have a budget that is as close to the start of the fiscal year as possible. If you move back to the first quarter of the year, you have a budget process that would be at least six months out of whack and would not take into account the latest information and the current budget needs. So I think it's quite impractical to do it at that time. Thank you.

MS. BELL: Okay.

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

Actually, changing -- which is not within the purview of what we would do in terms of changing our fiscal year from what it could be, for instance, an April 1st time line -- it's not terribly difficult to do. You can do a hump year -- what is it called? A hump year, a stump year? -- basically, would be an 8-month year -- anyway, it's not really that hard to do. It simply requires a little extra small amount
of money to do an additional audit. So the fact that
we're on a fiscal year that begins in September is
not something that we necessarily are wedded to.

MS. BELL: Thank you. Yes, sir.

MR. STANGA: Jeff Stanga, Cal North Youth.

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

MS. BELL: Rich.

MR. DE JANA: Rich DeJana, Montana.

I want to explain that -- Mary, you
will remember this -- two years ago, Mary got a lot
of static, because she was here without athletes and
now they have sacrificed and for two years in a row,
have come and worked and now they're saying, you
know -- this is our working time. This is the time
we're supposed to be on the field entertaining you;
we're not supposed to be sitting here, so help us.
So what I'm hearing is, no, we're not going to move it to help you at all, because we're worried about our schedule, our timing -- and yet these people have come here for two years now and met the things we asked for in Louisville. They have come. They have participated. They have been a part of our body. Let's make it a little easier for the people we're building too. Thank you.

MS. BELL: Thank you. Larry?

MR. FRISOLI: Larry Frisoli, Massachusetts Soccer.

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

MS. BELL: Okay. Good.

MR. FRISOLI: It's probably the only time tonight; however, Soccer -- just so everyone understands -- Soccer, at least in my state, I think, most states in the spring, starts in April, around the first week of April. And if there were to be fee increase or whatever is going to happen in the future, to have the time period go all the way to March 31st may be a little bit too far into the winter, to allow state organizations to go back and implement changes, so I would just propose a friendly amendment to change March 31st to February 28th. So
that there's 30-day gap to implement whatever happens
on the national level back to the state level.

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

MR. MC GEE: Second.

UNIDENTIFIED SPEAKER: Second.

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

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

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

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

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

Is this on the date change?

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

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of there to a meeting.

(Applause.)

MS. BELL: Any other discussion on the
amendment?

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

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

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

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

MS. BELL: We're not.

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

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

MR. WILLIAMS: We have some other people
that have been waiting to make comments, but one side
of the room is probably bigger than the other.

Richard Williams from Wisconsin.

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

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

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

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

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

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


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

(Vote passed.)

MS. BELL: Oh, it did pass.

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

Now, bear with me for a moment, please.

You should have gotten today a paper that has new language that was accepted by the Rules Committee; however, I would like you to go down to the middle of the page, where it says Section 2, the fifth line down, where it starts "that currently possesses."

You will need to add "or has held" when we retype it -- when we resubmitted it, it did not get typed. So Section 2 would read, starting at the third line on the end: "Nominations for this director's position shall be submitted to the Secretary General office by any referee that currently possesses or has held a license for Grade
That was on this piece of paper, new language from the Rules Committee, and I'm just cleaning up the typing error. Is there a motion to accept?

UNIDENTIFIED SPEAKER: So move.

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

MR. TOMPKINS: MaryPat, I have a question.

Rick Tompkins from Eastern Penn Youth.

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

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

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

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

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candidate.

UNIDENTIFIED SPEAKER: MaryPat, would you read it again?

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

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

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

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

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

Just procedurally, I would suggest for future meetings, it would be very helpful if we could project the changes up on the screen. We certainly have the technology in the room, maybe not today, but it could be easily accomplished, and I think it would
save a lot of shuffling paper and aggravation.

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

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

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

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

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

MS. BELL: Is there any opposition for the
Rules Committee to withdraw the one from the book,
and submit this one proposed by the Rules Committee?

UNIDENTIFIED SPEAKERS: No.

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

MS. HARVEY: So move.

MS. BELL: Is there a second?

MR. GOAZIOU: Second.

MS. BELL: Discussion? No discussion?

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

I am very concerned with the Grade 5.

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

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


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

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

MR. GOAZIOU: Second.

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

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

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

MR. BOUDA: John Bouda, North Carolina.
Speaking to Brooks' point, in the bylaws, every state is supposed to have an SYRA and an SRA, and if one person holds both hats, that's fine they can vote twice since they are representing both the youth and the amateur.

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

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

MS. BELL: Yes.

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

MR. JAMES: Paul James from North RESLING REPORTING SERVICES
Carolina.

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

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

If, even with reasonable accommodations, they cannot do their job, then they are not subject
to the Americans with Disabilities Act, we would not be in violation of it. U.S. Soccer looks at all of these cases on a case-by-case basis, as is required by the law, and will continue to do so. So I don't believe there would be an Americans with Disabilities Act issue, and U.S. Soccer would be working to make sure that one did not arise.

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

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

MR. PAUL: Well, I would respectfully
disagree with you, John, because basically, you are setting a standard for representation on the board.

MR. COLLINS: Your disagreement is noted.

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

MR. COLLINS: The answer is yes.

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

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

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

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

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

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

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

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

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

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

I think the SYRAs should be added. In the job description for the SRA and the IOS and the state youth representative, it states that the SRA has many obligations to all referees. It specifically says that the state SYRA has all of the same obligations, but to the referee grades which is the 7s and 8s, it
says specifically there that he is responsible for the youth, representing the youth or the 7s and 8s, and that would be the youth group. And I think that if we're going to pass this amendment, which I'm not in favor of at all, we should at least have representation in there, that goes to the youth.

MS. BELL: Thank you.

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

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

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

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

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

MS. BELL: Sure.

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

The reason for the substitute amendment,
currently, only the SRAs elect the national referee representative to the National Board of Directors. We are asking that the SYRAs be included, and that the restrictions placed upon who can represent the referees be removed as proposed by the Rules Committee.

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

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

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

MR. BOUDA: This substitute amendment removes the restriction on who can run. It allows any referee who wants to be the referee representative to run, and it does not restrict the voting only to national referees, Grade 5s or higher. The voting is just the SRAs, which is currently done, and adding that youth element to the current election process of the SYRA, so it's very simple. We are asking that there are no restrictions placed on who can run as representatives, and we are asking that
it's the SRAs and the SYRAs, who are fully
knowledgeable of the needs of all of the referees,
vote for the national referee representative of the
Board of Directors.

Thank you.

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

MR. BOUDA: Correct.

MS. BELL: You are eliminating Grade 5?

MR. BOUDA: And above, correct.

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

MR. BOUDA: Instructors, assessors,
national instructors.

MS. BELL: National assessors, national
instructors?

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

MR. DYSON: May I ask for a
clarification?
MS. BELL: Rich?

MR. DE JANA: I just wanted to second.

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

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

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

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

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

I think the person being elected in that position should be a referee. It says that: If in their career of life they have ever achieved a level of Grade 5 referee, they can now do that job. They may have been a Grade 5 referee 30 years ago, and now so far removed from representing referees that it doesn't matter anymore.
From beyond that, I would like to address the issue of only Grade 5 referees doing the nominating and the electing because --

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

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

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

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

MR. MC CORMICK: Point of order, please.

No one up at the head table has a copy of this that we're discussing, and I would like to suspend the conversations until we can have a copy available for us up here as well.
MR. BUSCH: Tim Busch, Washington Amateurs.

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

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

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

MS. BELL: It is acceptable.

MR. DYSON: I will limit my comments then to the substitute amendment. I'm in favor of the substitute amendment. It gives representation to each state equally. Some states do not have any Grade 5 referees or may not have any above. The substitute amendment puts it right on the obligation of the state presidents to appoint these people and to represent all the people in the state from Grade 8 through Grade 1, and I'm totally in favor of the substitute amendment, and I believe that most people
in the referee world would agree with that. Thank
you.

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

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

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

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

(Appause.)

MR. BOUDA: Just as this National Council
meets to vote, but I understand it's logistically and
financially awkward for USSF to do that at this time.

My feeling is that we need to include everyone in the
game, since our purpose is to service the games. And
I don't see the youth being represented in the
current election process, and I don't see the youth
being represented in the Rules Committee proposed
amendment.
(Applause.)

MS. BELL: Anybody else opposed to this?

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

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

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

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

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

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

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

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

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

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

MR. PAUL: That was the AGM point dealing
with the ADA.

This is an entirely different point, and
this is in support of the substitute amendment, and
I'm an SYRA, of some 19 to 20 years' experience, a
former national referee, and a current national
assessor, so I have been at all of those levels. I
agree with Sandy that we need more direct
representation, but I agree with John, the only fair
way to do is that for 108,000 referees to get that
representation. To expand it to simply the 5s and
above, hands it to approximately at most 1100 people,
which is less than one percent, none of whom are the
youth referees. And the youth referees are
represented, granted they are appointed by the
states, and the states theoretically appoint the
youth referee administrator to deal with youth
referee issues, so they should be aware of those
referee issues, and when you can't get the 98 percent
of those referees represented directly, there's
representational referee representation by the SYRAs,
and those SYRAs, if they're doing their job, are
representing those youth referee issues. Now, they
are not elected and certainly, the Federation could
change that policy and have them elected, then it
would, in fact, be direct representation, but until
they do that, they're still the best group that has
the knowledge of those youth referees. And if simply
adding the SYRAs to a pool of approximately 1100,
massively dilutes that 98,000 referees representation
to only the elite referees, the Grades 5 and above,
most Grades 5 and above do not have much to do with
the youth. In our state, we're very fortunate, most
of our 5s and above actually do work some youth games
still, but by no means do they work the majority or
even close to the majority. They concentrate
primarily professional and top amateur, and that's
what those 5s and above will be representing, and if
that's what this body wants to do, that's well and
good. But if they want the youth referees included
in it, then the substitute amendment makes the most
sense because those 55 SRAs, and every state has the
ability to appoint SYRA, so they could have 55 youth
votes as well, then, gives those remaining 98,000
referees the most representation that they're going
to get, even if it's on an indirect basis. I think
that would speak strongly in support of the
substitute amendment as the best of two bad
situations.

(Applause.)

MS. BELL: With your approval, I will get

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

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

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

MS. BELL: Is there a second?

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

MS. BELL: Thank you for your comments.

Tony, and then we will move on to vote.

MR. FALCONE: Tony Falcone, Maryland
Adults.

I would like to speak in favor of the
substitute proposal. First of all, if you look at
the original proposal, we're creating a caste system,
what's next? Only delegates with college degrees can
vote or hold office? What are we trying to do here?
We're a representative organization. All of us represent our members, SYRAs, SRAs, represent their referees and their states, okay? They will nominate people for this position that they think are qualified, and that they think will serve all the referees in the country, that's why we should go ahead and accept the substitute amendment.

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

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

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

You got here with the SRA and the SYRA, it seems like people are afraid of the representation. If we want to have a little friendly amendment here since everybody wants to amend everything, that the nomination needs to be somebody voted on within that state, and I think that leaves it to the state's responsibility. We are very confident in what our referee program has done here.
nationally. Dr. Bob started out by saying we are
recognized around the world. We have referees that
are going everywhere. Those SRAs and SYRAS were in
place then and they will be in place in the future.
So I think it's kind of hard to say that we don't
know what it is that we need to do to get our
referees to the next level.

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

MS. BELL: Okay. Let's vote.

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

MS. BELL: Speak into the mic.

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

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

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

MS. BELL: Are you offering an amendment?

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

UNIDENTIFIED SPEAKER: Madam chairman?

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

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

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

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

Please vote.

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

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

Okay. Are we ready to vote on this one?

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

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

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

MS. BELL: Quickly.

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

Four years ago, we came here and we met
to give the vote to the referee community. We wanted
to expand their representation. We took what was
proposed at that time and it's on the books, and we
said in time, we will come back and fix it. What we
have proposed today is band-aid legislation. It's not
really fixing it. It's like Mrs. Harvey spoke before. We need to get the involvement of more and more of our referee community into this situation and vote and get the representation.

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

(Appause.)

UNIDENTIFIED SPEAKER: Second.

MS. BELL: I'm sorry. I have been informed that you cannot table this. You can only, what I have been informed, you may only table for the same meeting. You may not table for an additional meeting in the future. Are we ready to vote on this?

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

And obviously, I'm somewhat new here, because I did not realize that the referees that were 5s and above were elected. We have a complaint about RESLING REPORTING SERVICES
elected people or appointed people voting, the people who are running the referees program throughout the country. The SRAs and SYRAs are not elected. There's only 100 of them or 55 plus, whatever number, but I don't know how many referees that are Grade 5 and above are elected. Can anybody here tell me that?

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

MS. BELL: Thank you.

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

MS. BELL: Okay. And on that, let's vote. UNIDENTIFIED SPEAKER: Call the question.

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

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of the states.

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

MS. BELL: Thank you.

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

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

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

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

MS. BELL: We are on the main motion as amended with the addition of SYRA. Bylaw 412, Section 2, please vote.

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

MS. BELL: Motion is defeated.

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

UNIDENTIFIED SPEAKER: So move.

UNIDENTIFIED SPEAKER: Second.

MS. BELL: Discussion?

MR. MILDEN: Harlan Milder, Nebraska Youth.

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

Do you need a better explanation?

MS. BELL: Yes.

MR. MILDEN: In two situations there, it
limits, like the previous amendment on the floor, the
membership, the people that can vote from all the
members of the coaches association to just the A license. This would add to the A license coaches,
members that have qualified or received the National Youth License as well.

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

MS. HARVEY: Is there a second on that?
MS. BELL: Yes, there was. Some discussion back here. Will you explain that, then?

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

MR. MILDEN: That's correct.
MR. COLLINS: Approximately, do you know who that represents? How many coaches?

MR. MILDEN: No.
MR. COLLINS: Because from a logistical point of view, and the reason that this amendment has been made, is the coaches association database, there really isn't one, and what has been used is the A licenses, and this brings it in. And from my

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

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

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

MR. MILDEN: No, the youth national, the
Federation National Youth License. That's reflecting
something right here.

MS. BELL: Okay. Let's vote.

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

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

MR. BENANZER: For point of clarification,
on your keypads, it's not necessary to do any
clearing. It's the last vote that you put in on that keypad until we shut it off, that is what counts. So if you vote yes or no, the last time, you put it in until we shut the voting machine off, that's what counts.

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

MR. FALCONE: MaryPat, point of clarification. Tony Falcone, from Maryland Adult. Could someone please explain as to how you weigh an A license to a National Youth License, because we have language that says an A License or superior, and then is a National Youth License, is that equal to an A license or is it less? You know, the language, just does not make any sense.

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

MR. KRAUTH: Point of order. MaryPat. This has been going on now for the last two votes that we have had. You've called for the vote, and then you have allowed discussion; it's confused us. We have had to revote. Would you mind

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

MS. BELL: That's fine.

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

MS. BELL: The motion fails.

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

UNIDENTIFIED SPEAKER: Can I speak against the motion?

MS. BELL: Yes, state your name.

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

MS. BELL: Anyone speaking in favor?

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

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

(Motion defeated.)

MS. BELL: The motion failed. Okay.

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

MR. GOAZIOU: So move.

MS. BELL: Do I hear a second?

UNIDENTIFIED SPEAKER: Second.

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

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

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

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

UNIDENTIFIED SPEAKER: So move.

UNIDENTIFIED SPEAKER: Second.

MS. BELL: Yes, discussion?

MR. BURTON: David Burton, Region 3

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Director.

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

MS. BELL: Is there a second?

UNIDENTIFIED SPEAKER: Second.

MS. BELL: Discussion on the amendment.

MR. STANGA: Yes, Jeff Stanga, Cal North.
That's almost exactly what we had written down here too, to put the words of at least $300 after that.

MS. BELL: That would be an amendment.

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

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

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

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

MR. PAUL: I would like to address the amendment. Region 3 Youth discussed this yesterday.
and the reason it was put in there is to make sure that it is equal and fair for anyone appealing, either under the grievance procedure or the appeals procedure, that the fee is set the same. Because as it is now, the grievance could be set at any level that's considered reasonable up to several million dollars, if you chose, and the appeal fee is 300. If the appeal fee is reasonable, then the same thing could be held with the grievance, so we simply said is whatever the appeals fees is set to be, that's what this grievance fee was set to be.

MS. BELL: Okay, thank you. Mary.

MS. HARVEY: I'm also on the budget committee, so I think about how much things cost. I would like from Allison or John, how much is the cost to adjudicate a grievance more than to adjudicate an appeal? And if so, why, and what order of magnitude is it more costly and why?

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

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

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

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

Also in evaluating whether or not the fee should be identical to an appeal, it should be remembered that before a matter gets to a Federation for an appeal, there have been usually, a number of other levels of appeal, which have included fees beforehand. So, if you look at the price of getting to the Federation, they have usually spent anywhere
from 150 to $200 for a state appeal, and possibly some at the lower level for appeal, so if you look at the aggregate cost, it would be higher.

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

It also should be noted that the reason a fee was desired is currently there is no fee, and there has been attempts by people to circumvent the appeal process and not have to pay any appeal fee either to the state or to the Federation by filing a grievance, which generally was inappropriate, but still costs thousands of dollars for the Federation to get to that decision. So this is a method to make sure that people bring the right claims through the right channels.
MS. BELL: Any other discussion on the amendment?

MR. FLAMHAFT: The original amendment?

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

UNIDENTIFIED SPEAKER: MaryPat.

MS. BELL: Are you speaking to the amendment?

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

MS. BELL: Correct. Okay. We will be voting on the amendment that was just proposed, the amendment to the amendment.

Please vote.

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

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

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

I'm troubled by the proposal itself, and
the rationale. It appears that the rationale suggests
either a lack of good faith or a lack of knowledge of
appellate procedures of the filing of the grievances.

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

MS. BELL: Okay. Any -- yes?

MR. GREGORY: MaryPat, Frank Gregory,

AYSO.

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

MS. BELL: Is there a second?

UNIDENTIFIED SPEAKER: Second.

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

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

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grievance fee shall be awarded to the prevailing party.

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

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

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

It's very clear in our bylaws, with respect to the appeals fee, that the fee is binding, and the fees, since it's going to be the same as the appeals fee, if this passes, based on the last amendment, those fees and expenses incurred by the Federation far exceed any costs, far exceed the fees. These are used in some way to offset the expenses of the Federation, in doing these. And so now we're giving the fees potentially to a party that did not pay them to begin with equates to almost monetary damages, which I would strongly discourage.
MR. GREGORY: The purpose of the amendment is to avoid the creation of a hurdle, so that as the gentleman said, you are potentially reducing the effectiveness of the grievance system.

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

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

MS. BELL: The amendment fails. We will now vote on the main motion. No discussion? Can we set up for voting on 704 Section 1. Please vote now on the main amendment as amended.

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

MS. BELL: Motion passes. Next amendment, Section 1 of Bylaw 705. Is there a motion to adopt?

UNIDENTIFIED SPEAKER: So move.

MS. BELL: Second?

UNIDENTIFIED SPEAKER: Second.

MS. BELL: We got one more after this. Any discussion?
UNIDENTIFIED SPEAKER: Question.

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

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

MS. BELL: The motion passes.

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

UNIDENTIFIED SPEAKER: So move.

MS. BELL: Second?

UNIDENTIFIED SPEAKER: Second.

MS. BELL: Discussion? Ready to vote?

MR. PAUL: 705, where it says --

MS. BELL: I'm sorry.

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

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

MR. PAUL: Okay.

MS. BELL: Under Bylaw 705, if you look at Page 23, Section 1, it will say: "The appeals committee shall consider," because we just adopted the word "consider" in the previous motion.
Page 23. Okay. Are we ready to vote?

Please vote.

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

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

(Applause.)

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

UNIDENTIFIED SPEAKER: A word.

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

(Applause.)

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

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

We wish to call the meeting back to order. The next item on the agenda is Affirmation of the Policies passed by the Board of Directors. You have policies 601-4, 601-6, 705-1 in your book, and
you have been given today copies of Policies 431-1, 521-1, 531-8 and 531-9. I will ask for a motion to accept the policies as submitted.

UNIDENTIFIED SPEAKER: Mr. President --

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

UNIDENTIFIED SPEAKER: Second.

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

MR. FRISOLI; Mr. President, I would like to move to amend Policy 521.

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

MR. FRISOLI: So 521.

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

MR. FLAMHAFT: That would be nice.

PRESIDENT CONTIGUGLIA: Nice Italian boy...
from New York, I will let you speak.

     MR. FLAMHAFT: I would like to address
     705, Section 4, at the appropriate time, please.
     PRESIDENT CONTIGUGLIA: 705.
     MR. FLAMHAFT: Section 4 specifically, at
     the appropriate time, please.
     PRESIDENT CONTIGUGLIA: So the two to be
     addressed are 521 and 705. Are there any others that
     people wish to address? If not, I will ask for a
     voice vote. Please say aye, and we will approve the
     others and move on to the ones that you wish to
     address. By assent, we pass those.
     Okay. Let's go to Bylaw 521-1 to 521-3.
     I will first recognize a motion to put it on the
     floor. Brooks, a motion to approve?
     MR. MC CORMICK: A motion to approve.
     PRESIDENT CONTIGUGLIA: Second?
     UNIDENTIFIED SPEAKER: Second.
     PRESIDENT CONTIGUGLIA: Now discussion.
     MR. FRISOLI: Mr. President, I would like
to make a proposal to amend Policy 521 according to,
in the following way: To delete in its entirety
Section 3; to delete in Section 4, the words "not
included in Section" --

     PRESIDENT CONTIGUGLIA: Do you have this

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written, Larry?

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

PRESIDENT CONTIGUGLIA: Can you give us a page number?

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

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

PRESIDENT CONTIGUGLIA: Is there a second to the amendment?

MR. TRAPIKAS: Second.

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

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

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

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

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

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

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

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

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

MR. FRISOLI: I'm going to talk to the athletes, particularly. Every year in the state of Massachusetts, we receive from the international games, a certain sum of money; it's about $10,000. What Massachusetts does with their $10,000 is what almost every other venue does with the money we receive into international games. First, we buy season tickets to Major League Soccer, a big block.
Second, we take the rest of that money, and we use it to fund our state select team program.

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

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

If the money for the international games is taken away from Massachusetts, and from the other states -- and it's not a lot of money; it's a small amount of money in the total budget -- what will happen is there is no money then to buy season tickets to encourage Major League Soccer, and there's no money to fund the select team program on behalf of the adults.
There's a lot of people that come to this country that immigrate, spend a few years here and start playing in adult leagues, and somehow then get an opportunity to compete and some continue to make it to the professional level.

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

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

PRESIDENT CONTIGUGLIA: Bill Goaziou.

MR. GOAZIOU: I'm not quite sure where
there's no certain amount of money involved, from '98, '99, the year 2000, we're not even talking about this year, we paid out the state associations, amateur and youth, $1,355,000, so you divide it by three, that's a lot of money, that's not a little bit of money we're talking about.

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

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

MR. HAIMES: Burton Haimes.

I was a member of Bill Goaziou's Strategic Input Committee, and the committee recommends this proposal as really a compromise. As you can see, it's a phase-out over a few years. It
was part of the recommendation for the 50 cents increase in fee for the youth.

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

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

MR. SHORT: Rod Short, Cal South Youth.

I speak in favor of this change. Early on today, we talked about how, you know, we want to meet the challenges or developing more youth players and all of that. Elimination of these funds, I can tell you from Cal South's perspective, will make a significant impact in our ability to identify and
develop players. And I don't want to belabor a point, but I would also add that I do have to take exception to the comment about saying that we don't do anything.

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

PRESIDENT CONTIGUGLIA: Thank you. Cal North.

MR. OLIVAS: Ric Olivas, Cal North.

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

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

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PRESIDENT CONTIGUGLIA: In the back.

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

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

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

PRESIDENT CONTIGUGLIA: Thank you.

Mavis, and then behind me, Brooks, and then Bob Palmeiro. And then if there are no other speakers who want to speak first, I will recognize Larry.

MS. DERFLINGER: I'm going to speak in favor of Larry's amendment. I think we need to take a look at a little bit of history and think which came first, the chicken or the egg? I can tell you which came first, the chicken. That was the state
associations that worked hard to put on international
games, that created the environment that now
encourages all of the people to come to the
international games. The Federation was more than
happy to let them do all the work in those days.

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

MR. MC CORMICK: All the points that
everyone has made are very true, they're very
accurate, but I think if you take the history of
what's gone over the last two years, there was a fee
increase that was proposed a little less than two
years ago when we were down in Louisiana. There has
been a lot of discussion over that. There have been
committees between the adults and the amateurs who
have met and have discussed it. There was a basic
proposal that came out that was then sent to the
Strategic Input Committee. They met. Everyone had
input into that. There was a business plan that Dan
Flynn put together and brought forth. There were funding levels established that we all agreed on for projects that we want to do.

And then the question was, "How are we going to pay for those projects and fund those?"

There's not a money grab being made here. The money for the games that the Federation -- national teams play games where the Federation has contracts with national teams from other countries and they promote the games that are actually promoted by U.S. Soccer, that they're still going to collect the 10 percent. That money is going to come into the Federation and help fund the programs that you people have approved.

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

Now, what came from the Strategic Input Committee was over three years to completely eliminate international game fees, and when this came up at our last board meeting, I spoke up and said...
that there are games that are being passed over
because USSF does not have the staff to be out in
every venue in every state and keep track of games.
And we had some discussion on that, and I worked with
Dr. Bob, with Dan, some other people on the National
Board of Directors, and we came up with a compromise
that all other games, the state that's involved and
is doing the work gets the money for the games.

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

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

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

PRESIDENT CONTIGUGLIA: Bob Palmeiro.

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

I mean do we want to be back here in two years and have another fee increase? And while I do understand how Cal South would be hurting, Cal North and New Jersey and Massachusetts, those eight states,
we have to think about the 47 states that also run
select teen programs, also run youth programs without
the benefit of that money. And I don't think it's
fair down the road to ask those states for an
additional increase so that a handful of states can
sit there and collect half a million dollars. So I
speak firmly against that motion.

Thank you.

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

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

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

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

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

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

MR. GOAZIOU: Let me clarify something.

PRESIDENT CONTIGUGLIA: I'm going to
recognize Bill, because I truly believe there's an
issue that needs to be clarified here.

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

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

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

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

Bob Black.

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

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

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

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

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

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

MR. BLACK: Bob Abbott, yes.

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

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

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

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

PRESIDENT CONTIGUGLIA: Excuse me, Bob.

MR. BLACK: Okay.

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

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

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

I'm going to move on now.

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

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

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

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

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

(Brief pause in proceedings.)

PRESIDENT CONTIGUGLIA: Excuse me. I'm going to ask John to explain to you why there is a difference.
MR. COLLINS: Is that a minute or a word, and do those words count?

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

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

MR. BLACK: Then I guess the question
I -- an informational question would be, could our
learned counsel assist us in showing us just very
quickly what we could drop from that to turn the
clock back on international games to midnight Wednesday night, so we can address the wants of that body for those fees when we get to the fee increase?

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

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

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

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

I had proposed an amendment to that that was ruled out of order, I don't know why, but my proposal was that this game percentage -- I don't
want to be greedy -- there's more than eight states, 
as Bob talks about, there's a great number of states. 
But my amendment, my proposal was that we work out a 
formula in which -- in such a way that even the small 
states would participate, that some of the money 
would go into an escrow type thing and would be 
divided and some money would be given to the small 
states -- the West Virginias, the Montanas -- and 
those states that could not afford to take part in 
your ODP programs and our select team programs. 

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

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

PRESIDENT CONTIGUGLIA: Thank you. 

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

MS. HARVEY: You got Kevin right behind
you.

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

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

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

All I can tell you is I know what happens
in Boston. Okay? There's a whole network set up in
Boston that starts with the Revolution ticket office,
all the way down to the youth and adult soccer
associations, and it doesn't matter who is promoting
the game, okay? The phone calls go out, the flyers

1. The phone calls go out, and whether it's just a U.S. National Team
2. Game, or it's a Revolution game coupled with some
3. type of international game, the same process occurs
4. again and again and again with the phone calls. We
5. have to fill the stadiums. That's what happens,
6. okay?
7. 
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. 
23. It's a very nice concept to say only
24. eight states get this money because it's divide and
25. conquer; in fact, I think there's a certain attitude
26. about, well, whenever issues are talked about in

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

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

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

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

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

MR. BAPTISTA: Jack Baptista, Cal South.

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I will speak in favor of the amendment.

I think you have to understand there's one issue. One is the privilege that we have as a state for this particular money. My concern for the Federation is that we don't do anything for that particular money. I think some people, instead of sitting in their office, come up to the state association. What the state association does and the work that's involved in order to bring people to the state, and also to work inside the state, and I think it's people who haven't been working, haven't been in action, they probably don't understand the process that we go through. Not only that, but the question came in, we don't sell tickets. Someone tell me, how are you going to determine that we didn't sell tickets? Because you would come up with some kind of logical -- or we live in a dream world. You know, we do sell the tickets. We're not to tell the Federation what tickets we sell out to bring people to the stadium? We are working with the community to bring people to the stadium.

I think if that's the attitude that the Federation thinks, then perhaps we should tell people they shouldn't come to a stadium, then we will see how much crowd they're going to be to get into the
stadium itself. And then we have another

reality --

PRESIDENT CONTIGUGLIA: Please cut

your -- cut down a little bit, slow down, finish up.

MR. BAPTISTA: The other reality is that

at this moment, the Federation accepts applications

for international games where non-affiliated teams.

How do we deal with the money? We put the money to

bring people -- members to work in their

nonaffiliated league through the affiliated league,

so we put the money back into soccer. And what I'm

asking you is, that has got to be changed, because it

has to be a two-way street not just a one-way street.

PRESIDENT CONTIGUGLIA: Thank you. Hank,

and you are a lawyer, so... and we are charging you a

minute.

MR. DesBORDES: After consultation with

the parliamentarian, and so that we can consider

this, there won't be any procedural problems.

I move that the vote for this motion be

postponed until after we consider the fee increase

issue itself.

Now, Mr. Parliamentarian, what does

it -- does that end the discussion on that motion,

postpone it, or it take a majority or what?
MR. MALMUT: It requires a second.

UNIDENTIFIED SPEAKER: Second.

UNIDENTIFIED SPEAKER: Second.

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

PRESIDENT CONTIGUGLIA: So there's a motion --

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

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

UNIDENTIFIED SPEAKER: No, you can't --

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

UNIDENTIFIED SPEAKER: No.

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

UNIDENTIFIED SPEAKER: That's very democratic.

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

PRESIDENT CONTIGUGLIA: Okay.

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

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

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

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

Please vote now.

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

(Motion fails.)

PRESIDENT CONTIGUGLIA: The motion fails.

I will recognize Kevin Payne as a speaker.

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

MR. PAYNE: I will try to be brief.

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

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

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

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

In those instances in which a state association or a pair of state associations, amateur and youth, fulfill that task for the Federation, they
will receive the money.

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

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

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

MR. FRISOLI: Can I just say one thing?
PRESIDENT CONTIGUGLIA: No, I'm sorry. I
said we were going to move forward, Larry, and I'm
moving to, we will move to a vote. The vote is on Larry's amendment to the policy, Section 3, which would essentially eliminate Section 3 and delete the words, "not included in Section 3." So, if you vote for this, the policy -- that section will be eliminated. If you vote against it, then we will move to action on the entire policy. Let's vote now.

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

(Motion fails.)

PRESIDENT CONTIGUGLIA: The motion fails.

Now we will move to action on the main policy and we will vote on the main policy.

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

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

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

MR. FALCONE: I have a point of clarification as to current policy. I would like an understanding. From what I read here, the Secretary...
General shall establish a reasonable and nondiscriminatory sanctioning fee, which means he can arbitrarily decide a fee from game to game; is that correct?

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

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

MR. FALCONE: Correct.

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

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

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

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

MR. COLLINS: There are some -- or have been historically some broad standards, but it does
have some flexibility, depending on the type of game, as to what fees are charged.

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

MR. COLLINS: There are some.

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

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

MR. FALCONE: Let me ask you a quick question. Could you please -- some of us didn't bring our policy books with us. Could you cite us where in the policy book it is, because the old rule was under Section 3. And the new Section 3 does not
address the exact standards. I'm just curious,
because I'm trying to understand --

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

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

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

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

         (Policy passes.)

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

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

    UNIDENTIFIED SPEAKER: I will give him my
delegate.

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

    MR. FLAMHAFT: I'm just concerned about

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

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

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

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

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

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

And if there's no motion on the floor -- but I do need a motion to affirm that policy as submitted. And I will ask for a voice vote, because
I think it will go easily. All in favor, please say aye; opposed? Thank you.

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

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

UNIDENTIFIED SPEAKER: So move.

MS. HARVEY: Second.

MR. GOAZIOU: Just by way -- there's a great deal of detail in the back of your book, including all the fees, the ones we just discussed, all the questions raised by the members of the strategic committee.
On the committee were Barbara Allen from WUSA, Davis Askinas from USISL, MaryPat Bell, Amanda Cromwell, John Doyle, Burton Haimes, Mary Harvey, Marge Madriago, Larry Monaco, and Bob Palmeiro, Kevin Payne and Bruno Trapikas. After a number of meetings and fighting with one another, arguing, we went to the Board. The Board modified some things.

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

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

I move to divide the question by separating the consideration of the membership fees from the consideration of the international game fees. If this division is approved, I will give notice that I will move to refer the international game fees to an ad hoc committee to be created by the
president, to consider a plan to return the revenue
sharing from international games to the region for
proportional distribution to the youth and amateur
states of that region.

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

UNIDENTIFIED SPEAKER: Why is it out of
order?

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

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

UNIDENTIFIED SPEAKERS: No.

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

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

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

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

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

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

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

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

MR. GOAZIOU: I think that you will find

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

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

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

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

MR. RUBENSTEIN: That's the way --

MR. EDWARDS: -- because otherwise, you would raise the USASA fee, which is not a matter that

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this group would deal with.

   MR. RUBENSTEIN: That's the way this old, senile man would figure it -- but again, I don't see that in here, what we're passing.

   MR. EDWARDS: That's because you have never seen in all of your youth, the $40 fee in this book.

   MR. RUBENSTEIN: I don't remember my youth, Mike, it was too many years ago.

   MR. EDWARDS: We will deal with that tomorrow in the USASA meeting, but you are correct, that needs to be fixed.

   MR. RUBENSTEIN: Thank you.

   MR. EDWARDS: But that is not a Federation fee, that's the problem. That's why it is not in here and hasn't been in here.

   MR. RUBENSTEIN: I think I've been snookered.

   MR. GOAZIOU: Yes, sir.

   MR. STANGA: Jeff Stanga, Cal North.

   I would like to propose an amendment to the proposed revision of membership fees, to make this effective September 1st, 2002. This is so that we can go back to our membership and collect the money so that we can give it to you. We don't have RESLING REPORTING SERVICES
it right now.

MR. GOAZIOU: If you will read what's here, that was very much put forward by the youth members at the Board of Directors meeting, and there is a provision in here that that money does not have to be -- you have until the year 2003 to make up that difference, because you can't put it in this year.

For example, some people have already had their AGMs and set their fees for the next --

UNIDENTIFIED SPEAKER: We want to make it up.

MR. GOAZIOU: There's a motion there. Is there a second to that motion?

UNIDENTIFIED SPEAKER: Second.

MR. GOAZIOU: Move the question. Do we want to do this electronically? Let's do it electronically.

All right. What it means is they're asking for this to be deferred and not be implemented until the year of September 2002. Is that a correct statement, sir? Does everybody understand what the amendment is?

MR. STANGA: That's correct.

MR. GOAZIOU: Fully understand, if you do that, that's about $2 and a half million deficit that
you are just going to put onto your budget. I'm just
telling you. Bottom line is, is most people have
already put their fees in.

MR. STANGA: Sir --

MR. GOAZIOU: But the bottom line is,
that's the amendment.

MR. STANGA: As a point of clarification.
The reason I'm doing that, we have not gone to our
membership yet to discuss this, because it wasn't put
to us officially. We need to do that.

MR. GOAZIOU: I understand the procedure
that you have to go through, but we've been
discussing this now for two years, okay? And
everybody knew that we were coming. And the bottom
line is, is we put a mechanism in here -- let me just
tell you -- if you read what's there, I don't say
that you have to agree or disagree, like it or
dislike it, but it was put in there specifically to
address the issue that he brought up. I'm just
telling you it's a big budget item, and you're going
to throw this out. So there is a motion and there
was a second and everybody gets a chance to vote yes
for the amendment, which would mean to defer it, the
$2.5 million hit, or vote no and get on with the
motion you have.

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UNIDENTIFIED SPEAKER: Call for the question.

PRESIDENT CONTIGUGLIA: Call for the vote on the amendment. Are we ready to vote, John? Okay, go ahead and vote.

MR. BENANZER: Voting will be closed in three, two, one.

(Motion fails.)

MR. GOAZIOU: The motion fails. Now I move the question to approve the fee increase as presented to you.

MR. SUTTER: John Sutter, North Texas.

I need to ask again why the division of this question is not proper? They are two different fees, and why they can't be considered separately, I don't understand why our talking about the international games previously would preempt dividing the question of those fees.

MR. GOAZIOU: John, as you and I both know, I'm going to let the parliamentarian, who is paid for that, to explain that to you, because I'm not a parliamentarian; I'm a CPA.

MR. MALMUT: The issue that was raised, the gentleman who stated he wanted to divide the question said the reason was he wanted to put the
international games fees off and to be committed;
that was the part that I said would be out of order
at this meeting because it has already been
considered.

The motion to divide the question would
be in order, because the international game fees
issue is moot in this question, and you could divide
it out but you couldn't do anything with it.

MR. SUTTER: One further question,
though. Where in the discussion on international
game fees did we discuss and do anything with
referring it back to a committee? That was not a
subject that was discussed nor voted upon.

MR. GOAZIOU: Well, John, I'm not going
to be argumentative to you, but I don't think anybody
brought that up.

MR. SUTTER: I was actually directing it
to the parliamentarian, that if we call for a
division, why would referring it back to the
committee be out of order, because that subject was
never discussed in the prior discussion?

MR. GOAZIOU: No, no. No, his motion was
to -- not to implement the reduction of the
international game fees to be paid, and to put a
committee together to figure out how you could take

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all that money now and put it into a pot, instead of, like, for Region 1 -- Region 4, all the money would go into one pot and we'd divide it up among all the states in some basis that this committee would come up with. That can be in the future, if you want to do something like that.

But the bottom line is, he's saying today we're done with this question of the international games, because it's already been voted on, John.

I mean, I can't argue with you as an attorney, I'm sorry, sir. You're too big to argue with. What you got, Bob?

MR. BLACK: Mr. Goaziou, for point of -- oh, excuse me, Bob Black, North Texas Soccer.

MR. GOAZIOU: I know who you are.

MR. BLACK: To possibly help us all when this gets published and is on the Internet by midnight, and things like that, you know, when I'm carrying it back, could I ask that the portion that starts as "International game fees are to be reduced in the following fashion," and goes down through FY '04, simply now be stricken from this document?

MR. GOAZIOU: It's in the policy.

MR. BLACK: No, no, no, no. There's two different issues. If you just bear with me --
MR. GOAZIOU: I'm listening, Bob, just get to the point.

MR. BLACK: Could I just ask for clarification that we strike this from the document before we vote?

MR. GOAZIOU: If you strike this from the document, it still does not have any effect on the international games fees going away.

MR. BLACK: Absolutely. Billy, I'm just asking can we can strike this from the document?

UNIDENTIFIED SPEAKER: Just take the words out.

MR. BLACK: It's just a use -- it's a delete button --

MR. COLLINS: So what you are saying is this is redundant with respect to the policy that's been passed, and you'd like it not to be attached to the resolution. There's no substance to that. That could be done.

MR. BLACK: So I'm asking right now that this be deleted from what we're going to vote on, that section, as being redundant.

MR. COLLINS: Correct. That will be taken out. You're only looking at the membership fees, the international games fee portion has been
addressed and voted on. It's done, not to be reconsidered at this meeting. That's fine.

MR. BLACK: So can I ask that we vote right now, Dr. Bob, yeah? I'm making a motion to delete the words as redundant.

UNIDENTIFIED SPEAKER: Second.

MR. COLLINS: It's been accepted as a friendly amendment.

MR. TRAPIKAS: Point of clarification.

MR. BLACK: Can we say aye? Aye.

MR. GOAZIOU: Bruno, what do you want?

You snuck behind me when I wasn't looking.

MR. TRAPIKAS: Bruno Trapikas, NBOD.

Just as a point of clarification on that, I don't see a page number, but I guess -- oh, there is Page 1. The language on Page 1 is simply commentary. What we are voting on is on Page 2 and 3. That is the policy; is that not correct? So it really doesn't matter what's on Page 1.

MR. GOAZIOU: You're basically voting on Page 1, 2 and 3, less the comments that Mr. Black from North Texas --

MR. TRAPIKAS: But Page 1 is commentary.

That doesn't go into a vote.

MR. GOAZIOU: It explains it all, what's
going on, Bruno.

Call for the question, okay? I think we've had enough discussion on this. If you want to set the thing up, John --

UNIDENTIFIED SPEAKER: I have an amendment that I've submitted.

UNIDENTIFIED SPEAKER: Bill, are we voting on the proposed revision?

MR. GOAZIOU: Who's talking? It's no revision, we have just had a friendly -- we have removed the verbiage that Mr. Black asked to be taken out on international games. Is that a correct statement, Mr. Black?

MR. BLACK: Absolutely, sir.

MR. GOAZIOU: Thank you very much, sir.

MR. BENANZER: So now we're going to vote on the proposed revision?


MR. GOAZIOU: We're going to vote on the proposed policy for all the fees that are set forth --

MR. JOHNSON: Excuse me --

I've got one little minor question here now.

The gentleman over here from the adult

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council said that there is two registration fees charged by USSF for teams. Now, I just confirmed that with Cal North, that there is a recreational registration fee for recreational teams. Am I to understand that the youth are going to get a discount in their recreational players?

MR. GOAZIOU: No, you're not listening to what the man said. The amateur is charged a team fee, of which they pay for recreational teams, because they want to build the numbers up, and it's less than charging them per player under select teams. Okay? They pay a charge of $40 for a recreational team; is that correct, Paul? $40; $20 comes to us, $20 stays with them.

MR. JOHNSON: $1 per player goes to you.

MR. GOAZIOU: 20 comes to us, 20 goes to them.

MR. JOHNSON: At 18 players, that's in excess of $1.50 that's normally charged. So what you are saying, then, is that the youth are also going to have the courtesy of this discount that's being passed on by USSF?

MR. GOAZIOU: No, the youth are doubling their fees. They're going up 100 percent, from 50 cents per player to $1.

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MR. JOHNSON: But our rec players are
going to get the discount that the adults --

MR. GOAZIOU: No, they don't. They all
pay the same amount per player. Youth players all
pay 50 cents more.

MR. JOHNSON: I understand what you are
charging us. I'm understanding that there's two
deals going on here. A team of youth players at
$1.50 per player, which is the standard fee that is
in force now for adult players, equals more than $20
per team, sir.

MR. GOAZIOU: I'm not sure what your
question is.

MR. JOHNSON: My question is, is you have
two systems of fees for the adults. You have one
system of fees for the youth.

MR. GOAZIOU: That's correct.

MR. JOHNSON: Okay. Presently, your fee
structure for the adults is $1.50 per player. That's
what's stated right here, to raise from 1.50 to $2,
fifty cents. It was also stated that there is a
special fee structure for recreational teams that is
only $20 a team, which you divide 18 into 20, comes
up a lot less than a dollar and a half. Excuse me,
there's two sets of fees.

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MR. GOAZIOU: If you listened to what Mr. Edwards said, they're going to discuss that with Mr. Rubenstein and the amateur division tomorrow, how they're going to adjust their fees on the $40 that they now charge for that. That's a fee that they charge to them and they remit to us.

MR. JOHNSON: I understand that.

MR. GOAZIOU: The amateurs will take care of that tomorrow.

MR. JOHNSON: So they're going to raise -- the amateurs are going to raise their fees $2 per player, regardless of whether they're recreation or not, per this proposal change. There's no longer going to be a discount available to them? Is that what you are shaking your head, Dr. Bob?

PRESIDENT CONTIGUGLIA: He's never had a discount. Yes is the answer. The answer is yes.

MR. GOAZIOU: I want to call for the question.

MR. DE JANA: I'm really not even here to argue. I just would like something on the record for the Board as a clarification. Being one of those state organizations whose organic act creates a problem with raising the fee at the time we want to do it, and you said you are going to work with us and
That it's going to be due -- can we at least on the record of this meeting say --

MR. GOAZIOU: Yes, sir. I'm going to read it into the record what was put in there.

MR. DE JANA: We can read what's there, and it just says you're going to work with us. What I'm saying is, are you going to say if our organic acts prevent us from doing it, we have to pay you by 2003 the difference? Is that what, really what we're going after?

MR. GOAZIOU: That's what we're saying, yeah.

MR. DE JANA: And we're committed to that?

MR. GOAZIOU: Yes.

MR. WANDER: I have submitted a proposed amendment to policy 214, Section 7. I'm Jeff Wander, Soccer Association for Youth. And I submitted a proposed amendment to remove the youth player fee of $1 per player from Section 7. In support of that, I would say that in 1998, this Board reclassified our organization as an other affiliate. We were told that until we reached 26 states, our fees would be $5,000 per year.

Over the last three years since we were
reclassified, we structured our budget for the $5,000 per year. Our marketing plan we structured so we would not go into 26 states until we were financially able to do so.

Now, under this new revision, without having reached the 26 states, we are now going to incur a dollar per player fee, which we never incurred before. So not only do we not have an increase of 50 cents a player, like the other organizations, we go up to a dollar. So with this restructuring, our budget goes, to USSF, from $5,000 to $110,000 by this particular fee increase.

Now, we talk about the spirit of the game. This cannot be the spirit of the game. We are willing to take the hit from $5,000 to 10 now. We know costs go up. Your costs go up, our costs go up. So the only part that I have proposed is reducing the dollar per player until we become a national member, as you folks put upon us several years ago. That's our amendment.

MR. GOAZIOU: You are going to have to talk with us on a separate basis, because there's no amendments at this point now. Your request to change that is out of order. That's what I was just told.

MR. WANDER: I brought it up and gave it
to the parliamentarian two hours ago.

MR. GOAZIOU: Is there a second, for to address his issue?

MR. WANDERS: Second.

MR. GOAZIOU: What do you pay per player now? Nothing?

MR. WANDERS: We pay $5,000, which is what you told us to pay. We pay nothing per player. We -- out of the 1,100 votes in this room, or 1,137, we have one. We are not in the 26 states, which we were classified as being an other delegate until we reached 26 states.

MR. COLLINS: Just for some history with respect to how the other affiliates' fee was changed. There's a number of other affiliates that belong, and currently, they only pay $5,000. And some of them have a lot of players, some don't have that many players. And there was a lot of belief in competition at the grass-roots levels out there, that people were trying to use what they were paying the Federation on a per player basis as a competitive player -- or an advantage or disadvantage against people in recruiting players.

This change by the Strategic Input Committee was to put everybody on a level playing
field, with the understanding that the per player charge is a rough approximation of the various services received by the entities that belong to the Federation. And all of these entities receive service, and it was deemed that this was the fairest way to do it, and that was why the per player charge was done there.

And now a player, no matter which organization they join -- because by every organization that player joins, they receive different services from the organization -- that player will pay a dollar to the Federation for joining these multiple organizations. And this was done in the essence of fairness to all members, so that belonging to the Federation never put anyone at a competitive disadvantage.

(Applause.)

MR. WANDER: Can I respond to you?

MR. GOAZIOU: What we will do is, we will treat you the same way as we're going to take care of the people who can't get their fee increase in time. And also, I'm glad that John got some applause. That's the first time. Let's hear it again for John. I'm going to move for the question before us.
PRESIDENT CONTIGUGLIA: He has made a proposed amendment that his fees be changed on his $1 per player until he is in 26 states. Is there a second to his motion?

UNIDENTIFIED SPEAKER: Second.

MR. GOAZIOU: There's a motion, there is a second. All in favor of amending the fees just for one --

PRESIDENT CONTIGUGLIA: I believe the motion -- his motion would be to change the fees to the SAY organization and other organizations be different than what we charge the youth organization. So if you vote yes -- I'm sorry? If you vote yes, then we have to make change. If you vote no, then we move to the main question.

MR. WANDER: That's incorrect, sir.

MS. HARVEY: He wants to change "other affiliates."

MR. WANDER: The only change is to the "other affiliate."

MR. GOAZIOU: Other affiliates, you didn't want the dollar per player; is that correct?

MR. WANDER: But we leave the 5- to $10,000 increase. We understand --

MR. GOAZIOU: The $10,000 is fine, it's
just the dollar per player.

MR. WANDER: Correct.

MR. GOAZIOU: There was a motion and a second. I don't think you need to --

UNIDENTIFIED SPEAKER: Call the question.

MR. EDWARDS: You are only proposing to eliminate the dollar per player for the youth player?

MR. WANDER: Under "other affiliate."

MR. EDWARDS: So another affiliate youth player would be getting a discount?

MR. WANDER: We're not getting a discount. We pay for what we get.

MR. GOAZIOU: Sir, just a point of clarification.

MR. DE JANA: Is the Y league an other affiliate, so this would also affect them? And so it's not just SAY that can come into my states, say "I'm USSF, and I can do everything you can do and I can undercut your fees, so come join me and leave, or leave AYSO," but the Y league can, too, and everybody else that wants to call --

MR. GOAZIOU: That's one of the other affiliates, is the Y league.

MR. DE JANA: Sir, I'm against the amendment.
MR. GOAZIOU: Now I know how you are going to vote. All right. I will call the question on the request for an amendment by the individual from SAY. All in favor of this amendment, press yes; against the amendment, press no.

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

(Motion defeated.)

MR. GOAZIOU: All right. Now let's vote on the total proposed fee packages, no more things. All in favor of the new fee increase, please vote yes. Those against vote no.

PRESIDENT CONTIGUGLIA: Please vote. If you vote yes, you are approving the resolution. If you vote no, you're opposed. Vote.

MR. GOAZIOU: All right. Everybody vote.

PRESIDENT CONTIGUGLIA: If we approve this, I have to ask for a raise, double my salary.

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

(Motion passed.)

MR. GOAZIOU: Thank you all very much.

PRESIDENT CONTIGUGLIA: Well done. Thank you.

MR. SUTTER: Mr. Chairman, John Sutter,
North Texas.

I would now like to place a motion to reconsider the previous amendment proposed to Policy 521 on international games that was previously considered. I need a member of the prevailing side to agree, is that not correct, Mr. Parliamentarian?

MR. MALMUT: I would interpret this as a motion to rescind the prior motion, and it would take a two-thirds vote for it to come back to the floor.

MR. SUTTER: No, I asked for a motion to reconsider.

PRESIDENT CONTIGUGLIA: I rule you out of order, I'm saying it's a motion to rescind.

MR. SUTTER: I challenge the decision of the chair.

PRESIDENT CONTIGUGLIA: You want to challenge the decision of the chair?

MR. SUTTER: Yes, sir.

PRESIDENT CONTIGUGLIA: Is there a second to that?

UNIDENTIFIED SPEAKER: Second.

PRESIDENT CONTIGUGLIA: I am told there can be a motion to appeal my ruling. It will take a 50 percent of the membership. We will move to vote.

All in favor of overruling my decision, please vote
yes. All in favor of upholding my decision, no.

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

PRESIDENT CONTIGUGLIA: The chairman's
decision is upheld, and we will move on to the rest
of the agenda. And that goes to the proposed budget
for 2002, and I recognize Bill Goaziou, Treasurer.

MR. GOAZIOU: I have another gentleman
from North Texas who will be coming up here shortly,
our budget director or chairman, Mr. David Eldridge,
and I will turn over the presentation of our fiscal
2001, 2002 budget to Mr. Eldridge, former president
of North Texas.

MR. ELDRIDGE: Thank you, Bill. And I
guarantee you I'm not going to make any amendments to
anything, okay? Because we've been here long enough.

You have in front of you the budget for
2002 with the fee increases. It's probably the most
comprehensive information that you've had in a long
time in terms of where things are going, what it's
going to do. I have got a lot of people I can thank.
I'm going to thank them personally, not here.

I would like to put a motion on the floor
to adopt.

UNIDENTIFIED SPEAKER: So move.
UNIDENTIFIED SPEAKER: Second.

MR. ELDRIDGE: Voice is acceptable?

Okay. Any questions about the budget?

Seeing no questions, I will ask for approval of the budget by a voice vote. Aye; opposed?

(Budget passes.)

PRESIDENT CONTIGUGLIA: The budget passes.

Thank you very much. I will recognize MaryPat Bell for the next item on the agenda, which is membership approvals. MaryPat.

MS. BELL: On the back page of your handout are the organizations that have applied for membership. The Rules Committee has reviewed their documents and recommended to the board that they be approved, and the board has approved them and, therefore, they are coming to the council. The organizations to be considered are the Dwarf Athletic Association of America, the Amateur Soccer Association of Wyoming, the United States Sports Specialty Association, the National Association of Competitive Soccer Clubs, and Soccer Rhode Island.

Do I hear a motion to accept?

UNIDENTIFIED SPEAKER: So move.

UNIDENTIFIED SPEAKER: Second.

MS. BELL: Questions?

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UNIDENTIFIED SPEAKER: Could you tell us what categories of membership these various organizations are applying for?

MS. BELL: Soccer Rhode Island and Amateur Soccer Association of Wyoming are state associations. The Dwarf Athletic will most likely come under the DSO, the new category that was voted on. The National Association of Competitive Soccer Clubs is national affiliate, and the USSA is other, I believe it’s an other.

Question? All those in favor, say aye.

UNIDENTIFIED SPEAKER: Ma’am chairman. I was given to understand that the USSAS, the specialty was deferred by the NBOD.

MS. BELL: No, that was a different one.

MR. FLYNN: Name, please.

MR. CLEMENTS: Brent Clements, Mississippi Youth.

MS. BELL: All those in favor, say aye; opposed?

(Motion passes.)

MS. BELL: It passes. Thank you very much, and welcome to those organizations and states.

PRESIDENT CONTIGUGLIA: I particularly want to welcome all the members, but especially

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Soccer Rhode Island.

We now have election of Foundation board members, and I will ask David Eldridge to chair this part of the meeting.

MR. ELDRIDGE: For the Foundation, we have three positions that are open, and we have one position that has a one-year term. And the electronic voting will show you how we're going to do this. We have -- we are assuming that the individuals that are currently on the board are going to run, so we have their names already in there. We will have nominations from the floor, and I would like you to follow the procedure. If you want to nominate someone, let's do one minute. If you want to second them, we'll take it from the floor. We will have all the candidates, we will give them a chance to address you for approximately three minutes, so that's the procedure. Let's look at the video of the voting procedure, because it is a little different from what you have been doing.

MS. CARNES: For the three people for the three-year term, the way you will do it is to enter all three of your choices at one time. You will first enter your first choice, wait until the light goes out, then enter your second choice, wait until
the light goes out, and then your third, and it will require all three of those. We will then tabulate them and get the results back to you before the meeting adjourns. There's only one time for one person. You can't duplicate your vote. And for the one term, it's just a straight vote.

MR. ELDRIDGE: You may vote for one person, you may vote for two people, or you may vote for three people. Also, it's going to take a little longer to get the data processed because of the activity. So with that in mind, I will open the nominations from the floor. Mr. Edwards.

MR. EDWARDS: Mike Edwards, Chairman of the Adult Council. I would like to place the nomination of Irene Saucedo-Smith. She's visited the regional meetings, and with every one she can. Several people commented to me that they were happy to see I brought my daughter with me to the meeting. Don't be fooled by Irene's youthful good looks. She's experienced in soccer. She wears no hat but the Foundation's hat now. She's a tireless worker for the Foundation, both on the board and the oversight committee. She is diligently ensuring that the legacy of the game earned in the '94 World Cup is spread to all factions of the organization, and I
would strongly urge you to retain Irene as a board member for the Foundation.

MR. ELDRIDGE: Thank you, Mike. Is there a second from floor?

UNIDENTIFIED SPEAKER: Second.

MR. ELDRIDGE: I believe Mr. Sutter was here.

MR. SUTTER: John Sutter, President North Texas Soccer. North Texas State Soccer is proud to place into nomination for Foundation board seat, the name of Bob Black. Bob's soccer resume speaks for itself: Ten years with the state association; service as a regional amateur director; employee of the Federation; consultant, and now back with North Texas Soccer as Executive Director. Bob's knowledge, experience, and integrity will allow him to serve the Foundation and all of us completely and fairly. I respectfully ask for your support of Robert "Bob" Black. Thank you.

MR. ELDRIDGE: Thank you, John. A second for Mr. Black?

UNIDENTIFIED SPEAKER: Second.

MR. ELDRIDGE: Thank you. Mr. Hays.

MR. HAYS: Brad Hays, I guess from New Mexico would be my description.
I stand and it's my honor to nominate Charlie Stillitano. I want to just go over a few things, and I know we're -- you have been here a long time, so I will make it brief. Charlie has been a member of the Foundation board since its inception. Since its inception, he's served as its vice-president, a member of the Executive Committee, and chair of the grants committee. When we started the Foundation, we didn't know anything about giving out grants, we had no procedure. Charlie's taken that procedure from zero to one of the most recognized and best operating grant application procedures of any not-for-profit in the country. And I think he gets, because he's not the sort of person that stands up and wants accolades, he doesn't get enough credit for that work that he's done over these years.

I know Charlie to have had experience at the youth level, the amateur level, and the professional level, and he brings a very fair and open-minded perspective to the Foundation board. I believe that his service up until this date deserves -- or places him in a position where he deserves your support to continue on the board.

Thank you.
MR. ELDRIDGE: Thank you. Second for Charlie?

UNIDENTIFIED SPEAKER: Second.

MR. ELDRIDGE: Thank you. Mr. Goaziou.

MR. GOAZIOU: Thank you, Mr. Eldridge.

It's my pleasure to put into nomination Kevin Payne for the Foundation. Kevin has been on the Foundation board since '98. He's currently on the Executive Committee, and he's also the treasurer for the Foundation. I have been working with Kevin now for the last four or five years. He brings a great deal of business acumen from his dealings in soccer, brings it to the Foundation board. He is a great asset, and I would ask that you vote for him and support him in his run to be on the Foundation.

Thank you very much.

MR. ELDRIDGE: A second for Mr. Payne.

UNIDENTIFIED SPEAKER: Second.

MR. ELDRIDGE: Any other nominations?

Okay. I move the nominations close. Second?

UNIDENTIFIED SPEAKER: Second.

MR. ELDRIDGE: Okay, I'm going to give every candidate three minutes to speak, and we will do it in alphabetical order. That's the way we decided by flipping a coin, and so Mr. Black, in
three minutes or so.

MR. BLACK: I think what I would like to do today is surprise all of you and do it in less than three minutes. I would say that there's very few people here who don't know me. I have been to every United States Soccer Federation Annual General Meeting since 1984.

I have been to each of these meetings as a member of the National Board of Directors, as an employee of the Federation, as an alternate delegate, as a delegate, as a guest, and I want to tell you there were not a single one of those times that I felt that I was -- that I knew more or knew less because of the position I was sitting in.

All I want to do is continue what I have been doing, which is work for every single one of you and try to make this game the Number 1 game in the country, not only from the youth side, which it already is, but all the way through the adult side and the professional side.

I ask that you give me consideration as one of the three people that you would trust to serve you on the Foundation.

Thank you.

MR. ELDREDGE: Mr. Payne.

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MR. PAYNE: I will be very brief, as well. I have very much enjoyed the time that I have spent serving on the Foundation's board. It's a group that I think serves this board and serves all of your interests extraordinarily well.

My background is quite broad. Those of you who know me, know that. Those who don't, I will tell you briefly that I was a registered amateur player for many years. I have been a dues-paying soccer parent in USYS in Virginia and in Connecticut. I was a senior executive with the United States Soccer Federation, and I am one of the founding members of the Board of Governors of Major League Soccer, so I think I have a pretty broad perspective.

You all know -- again, those of who know me -- know that we won't always agree on every issue, but you will not have any trouble finding out where I stand on the issues. So I respectfully ask for your support, and I hope I have an opportunity to continue to work on the Foundation board.

Thank you very much.

MR. ELDRIDGE: Thank you, Kevin. Irene, are you ready? There you are.

MS. SAUCEDO-SMITH: My name is Irene Saucedo-Smith, and my hands are so cold right now.
I have served at the state association level. I was president of Michigan for quite a few years. I have worked with Olympic Development and still have the pleasure of working for Region 2, under Lyle Ward. I have been on the Foundation since it started. I became involved in soccer because I have two sons that are now -- well, one will be 35 this year -- which is hard to believe. Of course, I was a child bride, I got married at 12.

But anyway, soccer has been good to my family. My two sons graduated from Philadelphia Textile on scholarships way back when they used to make playoffs.

I would like to keep serving on the Foundation, because I think it is a good group, and even though we go in there and we have different ideas, I think that we're all trying to better soccer and we are trying to help with the finances. So I would appreciate your vote. And I also do have to say that Kevin Payne is a really good person on the board, and so is Charlie Stillitano, and of course, Bob Black is a good person, but I do want you to vote for me. Again, thank you.

MR. ELDRIDGE: Charlie.

MR. STILLITANO: I'm probably the
hungriest of the four candidates at this point, so I will keep it very brief. My name is Charlie Stillitano. For those of you who don't know me, I have served on the board since its inception. It's been an honor for me to serve you.

As Kevin said, we come from a long background of, I would say, every aspect of the sport. To me, this has been, for me, the biggest honor that I have ever had in soccer, is to serve on this Foundation board, and I would hope you would support me again for this position.

Thank you very much.

MR. ELDRIDGE: Thank you. And thank all of you for being brief. We are totally familiar with your credentials, and I would certainly say that everyone that's nominated is well qualified.

So you guys with the electronics ready?

MR. BENANZER: Remember, this is a unique vote. You have one and only one chance to enter in your three candidates in the priority order, so you will see the list of candidates come up on the screen in a list of one to four, so you will press your keypad. To choose one, you press 1, wait for the light to go out. And if you want the second person to be your second choice, press 2, wait for the light
to go out, and obviously, 3, wait for the light to go
out, and the vote will be done. Any questions?

MR. RUBENSTEIN: Is this -- he keeps
talking about priority vote. Is this a weighted
vote?

MR. ELDRIDGE: No, no, he's talking about
the order.

MR. GOAZIOU: When you vote, you are
picking your top two.

MR. RUBENSTEIN: All three of them get
equal voting.

MR. ELDRIDGE: You are supposed to throw
the names in order.

MR. BENANZER: That's correct. Put the
names in priority order. Everybody ready to vote?
We'll begin. Press your first choice in, wait for
the light to go out. Then your second choice. Take
your time.

Has everyone had enough time to place
their votes? If not, raise your hand.

MR. ELDRIDGE: If you haven't had enough
time, raise your hands. If not, we're going to close
the vote.

MR. BENANZER: I see most hands are down.

We will count them. We will close the voting in

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three, two, one. It will take us a few minutes to
compile.

MR. ELDRIDGE: You will have to sit a
minute. I'm not going to stand up here and tell you
jokes, either. No, we can't start the next one,
because someone may want to run for the next
position.

Do we have the votes ready?

(Appplause.)

MR. ELDRIDGE: You need to put them back
up so I can officially announce on the record so the
reporter will get it. The election results would be
Kevin Payne, Irene Saucedo-Smith and Charlie
Stillitano are elected to the Foundation board.

We will now open the nominations for the
other position, which is a one-year term. Anyone
want to nominate anyone for that position?

I have a nomination back here for Mr. Bob
Black. Would anyone want to second that?

UNIDENTIFIED SPEAKER: Second.

MR. BLACK: Mr. Eldridge, I would like to
respectfully decline the nomination. Am I out of
step? I would like to decline the nomination and say
I would like all my 376 supporters to support Lauren
Gregg, even though she's not nominated.

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MR. ELDRIDGE:  You are out of order.

MR. PALMEIRO:  I'm honored to place in
nomination the name of John Motta.  I have known for
about 15 years.  He's been involved in our sport as a
state president, vice-president of our Federation.
He's a current Foundation board member, and I know he
has served very well and I would ask you all to
support him so that he could be on the board for
another year.  Thank you.

MR. ELDRIDGE:  Thank you.  Do I have a
second from the floor for Mr. Motta?

UNIDENTIFIED SPEAKER:  Second.

Do we have another nomination?

MR. DI CICCO:  Yes.  Mr. Chairman, I'm
very proud and privileged to nominate Lauren Gregg
for the position of U.S. Soccer Foundation Board of
Directors.  Lauren's dedication, passion, loyalty,
work ethic, ability, is legendary.  She has played
soccer to the national team level.  She has coached a
gold medal team, Olympic team, two World championship
teams, U-21, Nordic Cup champions.  She's a coach of
-- excuse me, the advisor of a men's Paramedic
Olympic team -- excuse me, Paralympic team -- She's
probably done that too.

MR. ELDRIDGE:  You got ten seconds.
MR. DI CICCO: Well, that's difficult to speak for Lauren in all she's done for this sport in ten seconds, but I know, and you know, that she would be an incredible board of director member for the U.S. Soccer Foundation.

MR. ELDRIDGE: Thank you, Tony. I have a second for Lauren?

UNIDENTIFIED SPEAKER: Second.

MR. ELDRIDGE: Any other nominations? Do I have a motion to close the nominations? All in favor, aye. You guys got the names? We're going to do it alphabetically. Lauren, do you wish to address the body?

MS. GREGG: Sure.

Thank you first for the nomination, and it's really a privilege to stand before so many of you that have really helped me along the way, and that's really the biggest reason that I want to go for this position. Because I have been given so, so much by so many of you in this room, and by so much from just the sport itself, and I'm someone that feels an incredible sense of responsibility to turn around and give back what I have been given. And I think my perspective is so unique, in that I remember the day that we were given a T-shirt for the first
time on the women's national team, and what that
meant, or the day when I was 14 years old and we had
our first club practice ever for women in my town, to
having what I've had and standing on a podium and
receiving gold medal.

So I know what it's like when you don't
have anything and you need somebody to hear your
needs and answer those needs. And I also know what
our demands and our needs are to keep our elite
athletes training competing at the highest level.
And so I think I will feel and hear, and respect each
person's need. And I really wear no hat but the hat
of the game. And I want to answer the call to give
back what I have been given. So if you feel like I
can represent you well, I would love your vote for a
Board of Directors member for the Foundation. Thank
you.

MR. ELDRIDGE: Thank you. John Motta.

MR. MOTTA: Good afternoon. I feel that
most people in the room know who I am. But those of
you who don't, I have been involved in the game also
all my life. I played a game as a youth player as an
amateur player. I was a state president for ten
years. I refereed right up to the MLS level, and
last year I -- up to last year, I served two years as

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an Executive Vice-president of U.S. Soccer.

I also want to share a story with you.

As an owner of a Division 3 professional team, a few years back Francisco Marcos had called me and asked me -- he got into a little bit of trouble with a team in Montreal and asked for my support to bring a team into New Hampshire to complete his season. He called me approximately on April 1st. By April 15th, I had transferred the whole team from Montreal into New Hampshire, put them in housing, got the stadium, got everything that was needed to get that team to play in the league for one year.

That is passion and that is the love I have for this game. $50,000 later out of my pocket, I'm still standing here and still supporting this game. And I ask for the support from you people to continue in my position, because, you know, that type of passion, I believe, is the type of passion that we need to keep in this game.

I was actually voted into the Foundation board last year, after I lost my election to Sunil, I'm finishing Sunil's term. I was voted unanimously by the Board of Directors of the Foundation to fulfill -- to finish the term that Sunil -- to finish Sunil's term, and I'm just asking that you support me.

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to continue to finish that term. And I thank you.

(Applause.)

MR. ELDRIDGE: Thank you, John. This should be a little simpler procedure. There are two candidates, you will vote for one. Are you ready to vote? Vote.

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

MR. ELDRIDGE: Lauren Gregg has been elected to the position on the Board of Directors.

PRESIDENT CONTIGUGLIA: Thank you very much. Congratulations to the new board members of the Foundation. I would like to say John Motta has done a fabulous job, and I'm sure he will remain involved in our sport.

Before I go to the last item of business, which is the memorial resolution, since it is somewhat of a solemn occasion, I will give a few announcements and one or two comments, and then we will go to the memorial resolution, the Good of the Game, and the adjournment.

MR. BENANZER: Bob, could you ask that we move to destroy ballots?

PRESIDENT CONTIGUGLIA: Okay. By acclamation, may we destroy ballots? All in favor,
please say aye; opposed?

(Motion passes.)

PRESIDENT CONTIGUGLIA: I first want to recognize two members of our Board of Directors who are stepping down, Larry Monaco and Wally Watson, and thank them both for their service. I'm sure they will stay involved in the game, and Wally, you are here, so thank you.

(Applause.)

PRESIDENT CONTIGUGLIA: I also want to welcome Richard Groff onto the board. He will be joining us at our next board meeting. I don't think we have to mention Rich's extensive background and what he brings to the table, and you are welcome to join us, Richard. Thank you. Or congratulations I guess is more in order than a thank you. Future thank yous.

And a big, big thank you to Georgia State Soccer. This has been an incredible event. A lot of time has gone in, many, many volunteers, a wonderful game yesterday, bus ride, et cetera, so I want to thank Georgia Soccer. Wherever you are, stand up and be counted and let us give you a hand.

(Applause.)

PRESIDENT CONTIGUGLIA: I have a few
announcements. Members of the Appeals Committee are
asked to meet with Allison Kocoras in front of the
staff table. That's to the membership's right --
membership's right and my left, over there, after the
meeting.

Due to the length of the AGM, this is
going to be a huge disappointment to most of you,
today's mini soccer tournament has been cancelled.
Sorry, Marcelo, Jeff. And tonight's dinner is in
this room, and please, attire is casual. It will be
a buffet style dinner.

And now for two memorial resolutions. I
would first like to recognize Darl Rose and Chris
Christofferson. And what I will ask for is when they
complete their resolutions, I would ask for a
standing vote of the membership.

MR. CHRISTOFFERSON: This is in memoriam
Elmer Ehlers.

Whereas, Elmer Ehlers dedicated his life
to the sport of soccer in the United States, and
whereas, he came to the sport through his four
soccer-playing sons of the Milwaukee Kickers and
Soccer Club, and whereas, he worked most of his life
with the U.S. Postal Service and served with an army
postal unit in the Korean War, and whereas, in the
early '70s, he became a Milwaukee Kicker's general manager, and whereas, he served ten years as regional director for U.S. Soccer Association, retiring in 1994.

Whereas, he was a commissioner with the Wisconsin Soccer Association, and whereas, he is a member of the Wisconsin Soccer Hall of Fame. And whereas, he was a lifetime member of the U.S. Soccer Federation, and whereas, he met his goal of helping to introduce young soccer players to a higher level of play through international travel and professional development, the United States Soccer Federation, by unanimous acclamation of the National Council, does hereby acknowledge the outstanding contributions and legacy to the sport of soccer in the U.S. by Elmer Ehlers, lifetime member of U.S. Soccer, 1927 to 2001.

PRESIDENT CONTIGUGLIA: Please stand to vote.

(Members stand.)

MR. ROSE: Thank you.

PRESIDENT CONTIGUGLIA: By acclamation, the Memorial Resolution is passed.

Marge Madriago will read another resolution. And just let me say that Marge will also be chairing a committee to look for ways that we can
honor our Past President, Werner Fricker, and recognize all that he has done for the organization. And her charge will be to come up with an award or method of acknowledging Werner's contribution to the game.

Marge.

MS. MADRIAGO: In memoriam, July 20th, 2001: Whereas, Werner Fricker dedicated his life to the sport of soccer in the United States, and whereas, he was born in Yugoslavia before eventually relocating to Pennsylvania with his family and starting his own construction company, and whereas, he was a star midfielder for the United German Hungarians of Philadelphia Soccer Club from 1954 to 1969, and whereas, he was a member of the 1964 U.S. National Team, and whereas, he was president of the United States Soccer Federation from 1984 to 1990, and was instrumental in advancing the sport to levels never previously attained, and whereas, with his leadership and personal commitment to U.S. Soccer, he was instrumental in helping the U.S. earn the right to host a 1994 FIFA World Cup. And whereas, he served on the CONCACAV Executive Committee and was chairman of the CONCACAV Finance Committee, and whereas, he was inducted into the National Soccer
Hall of Fame in 1992, and whereas, he was a true U.S.
Soccer pioneer and will be remembered by everyone
involved in the sport as we continue to reap the
benefits of his leadership across more than 40 years
of involvement in the game, the United States Soccer
Federation, by unanimous acclamation of the National
Council, does hereby acknowledge the outstanding
contributions and legacy to the sport of soccer in
the United States by Werner Fricker, former
President, U.S. Soccer, 1936, 2001. Dan Flynn,
Secretary General, Dr. S. Robert Contiguglia,
President.

PRESIDENT CONTIGUGLIA: Please stand.

(Members standing.)

MS. MADRIAGO: Thank you.

PRESIDENT CONTIGUGLIA: The motion is
passed by acclamation.

I will ask if anyone on the Board of
Directors or in the membership wishes to say anything
regarding these two wonderful, marvelous individuals
before we go into the Good of the Game? Is there
anyone who wishes to speak?

MR. GULATI: I have said nothing through
a long meeting, it would be impossible not to say a
few words about Werner for me. I actually met Werner,
Jr., first, in a C license coaching course together 20 years ago. And it's been a very long day, so I will keep my comments fairly brief.

There are so many memories of the man, July 4th, 19 years ago that we were talking about with Mavis, and Frank Borroni was there in a penthouse in New York. Phil Woosman was in the back was there. 1989, the hugs when we qualified, 1990, the tears when -- a couple of you guys will remember that day against Czechoslovakia at the time. Some tough times in the '90s. And I guess the two things I would say about Werner, and there are lots of -- lots of memories, they weren't boys and girls, they were players. We always had to get better.

One is the enormous -- and I'm not sure -- no, I am sure -- in fact, that I have not met anybody in the game who had more respect for the Federation and what that is. I'm including -- including in 1990, after being the driving force and getting the World Cup here and losing an election in this body, still extraordinary respect for the organization. And it was never a "you" or "they" issue for Werner, because the Federation was all of us. And I don't think I have met anybody in the game or anybody in the Federation that understood that
more with youth, amateur, pros, athletes, and the extraordinary respect he had for the office of president.

In '90 -- and Richard Groff and I were two of his closest advisors in that election -- was a pretty surprising and bitter election, but extraordinary that he could turn around and have a working relationship because he respected the office. Like all people, he never liked everybody, none of us does, but he respected the office.

And the last thing I would say that is in 1991, the newly elected president, Alan Rothenberg, made a presentation to three of us, and we figured it was really a kind of a way of retiring us. And he gave us statues that Georgina Rothenberg had designed. Richard Groff got one and I got one, and Werner got one, and we were taking it as a polite way of saying thanks, and more importantly, good-bye.

And we were joking that what we were going to get in this presentation was watches. And somewhere in the minutes of the 1991 meeting, Werner, when he got his award, looked up at Richard and I and said in the National Council meeting, "Hey, guys, it's good news. We didn't get watches." And sure enough, Werner, nobody here has given you a watch.
You are still part of this. Thanks, we will miss you sorely, but we know you are still with us.

(Applause.)

PRESIDENT CONTIGUGLIA: Is there anyone else that wishes to make a comment? If not, I would like to. Over the last several months, I sat down and thought about how I envisioned Werner Fricker, and I keep coming back to the same experience of me chasing him down the ski slopes at Vail. And his style on the ski slopes was very much like his style as an individual and as a president: Direct. Not only do you have to go down the hill with him directly, but also you have to keep up with him, and that was a great challenge.

I became really close to Werner during the last two years. He approached me at an amateur meeting one evening, and he said, "You know, it's lonely being president. How about going out for dinner?" We had a great dinner, and subsequent to that, we have had him in major involvement in this organization, and he's been a very personal advisor to me, and I thank him for what he has done.

Thank you.

(Applause.)

PRESIDENT CONTIGUGLIA: We will now go to

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the Good of the Game, anyone have anything to say?
If not, I will entertain a motion to adjourn.

MR. EDWARDS: If you are a member of the
Adult Council, raise your hand. If you want to move
the meeting from 8:00 to 9:00 in the morning, leave
your hand up. Could you bang that gavel?

PRESIDENT CONTIGUGLIA: We're adjourned.

MS. CHILDRESS: First off, I just wanted
to thank -- the state of Georgia would like to thank
everybody that came and hope you had a good time
while you were here. And we do have a hospitality
room, so we hope to see you there.

(Adjourned at 1:35 p.m.)
REPORTER'S CERTIFICATE

I, DEBRA K. RESLING, Registered Merit Reporter, appointed to take the meetings of the United States Soccer Federation, do certify that the within proceedings of the Annual General Meeting were taken by me stenographically at the Atlanta Hilton, Atlanta, Georgia, on July 20, 2001; then reduced to typewritten form consisting of 219 pages herein; that the foregoing is a true transcript of the questions asked, testimony given and proceedings had.

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

In witness hereof I have hereunto set my hand this 31st day of July, 2001.

_____________________________
Debra K. Resling, CSR, CRR
Registered Merit Reporter
and Notary Public.
4 Cheyenne Boulevard
Colorado Springs, CO 80906

My commission expires February 25, 2005

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