DRAFT MINUTES OF THE 2011 AGM

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2
3 UNITED STATES SOCCER FEDERATION
4
95th Annual General Meeting
5 National Council Meeting
6
7 Flamingo Las Vegas Hotel
Las Vegas, Nevada
8
February 12, 2011
9
9:00 a.m. - 11:20 a.m.
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11 Reported by Debra K. Resling, RMR, CRR
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(Commencing at 9:05 a.m.)

PRESIDENT GULATI: Will you grab your seats, please. Thank you.

Welcome to the Annual General Meeting of the National Council meeting and to Las Vegas. In the general category of impossible to please everyone, I apologize to those of you from New York who were apparently upset about our favoritism in the selection of the Broadway show last night. Off Broadway, I guess, technically.

We've got a number of things to cover today. You will hear from a few people, a few people that you haven't heard from in some years and obviously some business items. It's been an interesting 13 months or 12 months, and we'll talk a little bit about that, some of the highlights and some of the things that I want to do going forward, but let's do the business of the meeting first.

So, with that, I would like to start with a Moment of Silence. If you would stand and give a Moment of Silence for those that we have lost over the last year.

(Moment of silence.)

PRESIDENT GULATI: Thank you.

Mr. Edwards will lead us in the

Pledge of Allegiance. It's also part of the exercise program from the White House.

(Pledge of Allegiance recited.)

PRESIDENT GULATI: If you're are going to make comments, go to the microphone.

Bob's comments to Mr. Edwards following his leading of the Pledge of Allegiance was he was glad that he wasn't Christina Aguilera. Frankly, I'm not quite that glad.

We'll go through the roll call, and if Mr. Kepner is in the room -- and I certainly hope he is -- as he's coming up, a couple of quick comments on the microphones. They are gated, which means it's have to be close to you like this one is, so if you come to a microphone, they're gated.

Second, please turn off your cell phones, especially if you have them near a microphone, but in general, turn off your cell phones. They obviously interrupt speech, and given recent events in the world, anyone in the leadership position would like all the internet and cell phones as well as Twitter and everything else turned off during the course of the meeting.

Mr. Kepner is ready to go. As

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1 you-all know, this takes a few minutes, so be
2 patient.
3 MR. KEPNER: Thank you very much.
4 Welcome to Las Vegas.
5 It is my distinct pleasure each year,
6 as it has been for several years, to perform this
7 credentials function. As you-all know, it's a
8 function that is not performed alone, just one
9 person. There's a credentials committee. I want
10 to give credit to that committee: Kathy Zolad,
11 Ken Conselyea, Russell Sargeant, Tiffany Roberts
12 Sahaydak, and then with the support of the U.S.
13 Soccer staff function as well, Greg Fike, Lisa
14 Levine, Melissa Biniewicz, Mark Bahsen, Eric
15 Gleason and Michael Leuzzi.
16 The function of doing it in the
17 manner that we do is something that's gone on for
18 an extended period of time. The key element of
19 the credentials is to find out who is, Number 1,
20 coming; Number 2, who is here; and then to use a
21 formula by which we need to balance out council
22 weighting to use our time-honored system, and so
23 there's a mathematical process involved.
24 In truth, we compile all of that,
25 determine who is here, based on registration and

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1 presence. We get that job done by late on
2 Friday, compile, figure out multipliers, and then
3 the roll call to that we apply those multipliers
4 to the keypads, and it's the company that comes
5 and helps us with that. And then we read the
6 roll call to establish presence here at the event
7 itself.
8 When I go through the roll call, I
9 will determine whether or not somebody -- please
10 answer present or here or as I heard yesterday,
11 at one of the meetings, "yo;" something
12 appropriate, so that you can be heard very
13 clearly, so that I can hear you up here, so that
14 it's clear, and I will put a checkmark. If I
15 don't hear something, I'm going to put a circle
16 next to that particular name, and when I go
17 finish with a particular council, I will go back
18 through that council and ask -- actually, I will
19 wait until the very end -- and then I will go
20 back through and see if there's anybody that has
21 shown up. Because that does sometimes happen
22 after a late night watching the Jersey Boys and
23 other kinds of things, people might oversleep
24 so... and they arrive.
25 If we, by the end, at the end of the

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1 roll call -- and I have given the report of the
2 credentials -- if there's an organization, a
3 state association or some other organization or
4 individual that has not shown up by that second
5 round of calling names, somebody is not here,
6 then, two or three members of the Credentials
7 Committee will pick up the keypads of that
8 particular entity, group, individual, whatever it
9 might be, carry them over to the desk, over
10 there, together with the name tag, and in effect,
11 remove them from the body.
12 If you happen to be next to an entity
13 for which that occurred, and they suddenly
14 appear, say, 15 minutes later, they didn't lose
15 their ability to be able to participate, and they
16 don't know where to go, and they sit down, you
17 can tell them their keypads are over there. They
18 can pick them up, and sit where they should.
19 So having done that and explained the
20 process, I will go first of all through the roll
21 call, and I will start as I always do with the
22 youth council. Again, announce your presence in
23 some appropriate fashion, clearly, so I can hear.
24 I will start with USYSA State
25 Associations.

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1 Q Alabama.
2 A Here.
3 Q Alaska?
4 A Here.
5 Q Arizona?
6 A Here.
7 Q Arkansas?
8 A Present.
9 Q California North?
10 A Present. Here.
11 Q California South?
12 A Here.
13 Q Colorado?
14 A Here.
15 Q Connecticut?
16 A (No response.)
17 Q Delaware?
18 A Here.
19 Q Florida?
20 A Here.
21 Q Georgia?
22 A Here.
23 Q Hawaii?
24 A Here.
25 Q Idaho?

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A Here.
Q Illinois?
A Here.
Q Indiana?
A Here.
Q Iowa?
A Here.
Q Kansas?
A Present.
Q Kentucky?
A Here.
Q Louisiana?
A Here.
Q Maryland?
A Here.
Q Massachusetts?
A Here.
Q Michigan?
A Here.
Q Minnesota?
A Here.
Q Mississippi?
A Here.
Q Missouri?
A Here.

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Q Nebraska?
A Here.
Q New Hampshire?
A Here.
Q New Jersey?
A Here.
Q New Mexico?
A Here.
Q New York East?
A Here.
Q New York West?
A Here.
Q North Carolina?
A Here.
Q North Dakota?
A Here.
Q Ohio North?
A Here.
Q Ohio South?
A Here.
Q Oklahoma?
A Here.
Q Oregon?
A Here.
Q Pennsylvania East?

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A Here.
Q Pennsylvania West?
A Here.
Q Rhode Island?
A Here.
Q South Carolina?
A Here.
Q South Dakota?
A Here.
Q Tennessee?
A Here.
Q Texas North?
A Here.
Q Texas South?
A Here.
Q Utah?
A Here.
Q Vermont?
A Present.
Q Virginia?
A Here.
Q Washington?
A Present.
Q Wisconsin?
A Here.

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Q Okay. Then we have the total -- all USYSA state associations appear to be present. That was 220. You can figure out, each of you, the number of votes you have because of number of keypads that you have, but that was 220 votes, so to speak.

I will continue with the youth council. AYSO?

A Here.
Q U.S. Club Soccer?
A Here.
Q That was 40 and 20 effectively for the two organizations. Continuing with the youth council, the youth commissioners.

Evelyn Gill?

A Here.
Q Bill Podawallis?
A Here.
Q Bob Singer?
A Here.
Q Jolene Nielsen?
A Here.
Q Bill Sage?
A Here.
Q Okay. Everybody is present. The

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1 total delegate votes for the Youth Council, 285.
2 I'll return to that subject.
3 Moving over to the Adult Council now.
4 Again, same method I will go with the USASA State
5 Associations.
6 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 (No response.)
22 Q Florida?
23 A Here.
24 Q Georgia?
25 A Here.

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1 Q Hawaii?
2 A Here.
3 Q Idaho?
4 A Here.
5 Q Illinois?
6 A Here.
7 Q Indiana?
8 A Here.
9 Q Iowa?
10 A Here.
11 Q Kansas?
12 A Here.
13 Q Kentucky?
14 A Here. Here.
15 Q Louisiana?
16 A Here.
17 Q Maryland?
18 A Here.
19 Q Massachusetts?
20 A Here.
21 Q Metro D.C. Virginia?
22 A Here.
23 Q Michigan?
24 A Here.
25 Q Minnesota?

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1 A Here.
2 Q Mississippi?
3 A Here.
4 Q Missouri?
5 A Here.
6 Q Montana?
7 A Here.
8 Q Nebraska?
9 A Here.
10 Q Nevada?
11 A Here.
12 Q New Hampshire?
13 A Here.
14 Q New Jersey?
15 A Here.
16 Q New Mexico?
17 A Here.
18 Q New York East?
19 A Here.
20 Q New York West?
21 A Here.
22 Q North Carolina?
23 A Here.
24 Q Ohio North?
25 A Here.

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

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A Here.
Q Wisconsin?
A Here.
Q We had one not reporting as present. I will reread that. Connecticut?
A (No response.)
Q Okay. The total for USASA State Associations number of votes 167. I will return to that as well.
Affiliates of USASA and members of the Adult Council.
AYSO Adult League.
A Here.
Q Mid Atlantic Showcase Soccer League?
A Here.
Q National Premier Soccer League?
A Here.
Q Women's Premier Soccer League?
A Here.
Q That added an additional 11.
Adult Commissioners.
Bill Bosgraff?
A Here.
Q Werner Fricker, Jr.?
A (No response.)

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Q Rob LaVielle?
A Here.
Q Fritz Marth?
A Here.
Q Bruno Trapikas?
A Here.
Q I will again read Werner Fricker, Jr.? No?
Okay. The total Adult Council is 183. I will return to that as well.
Oh, and just for the information for the joint state associations, you have two different color elements on your keypads, the white are the youth keypads, and the green are the adult keypads.
Okay. Now, I will move to the Professional Council for Major League Soccer.
Tim Bezbatchenko?
A Here.
Q Brendan Fitzgerald?
A Here.
Q Matt Hill?
A Here.
Q Court Jeske?
A Here.

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Q Brett Lashbrook?
A Here.
Q Alfonso Mondelo?
A Here.
Q Jesse Perl?
A Here.
Q Nelson Rodriguez?
A Here.
Q Russell Sargeant?
A Here.
Q Guiselle Torres?
A Here.
Q Kevin Payne?
A Here.
Q For the United Soccer Leagues, Tim Holt?
A Here.
Q Francisco Marcos?
A Here.
Q For Women's Professional Soccer, Ann-Marie Eileraas?
A Here.
Q Total for the Professional Council 14.
Athletes Council.

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Derek Armeaud?
A Here.
Q Marcelo Balboa?
A Here.
Q Cindy Cone?
A Here.
Q Siri Mullinix?
A Here.
Q Tiffany Roberts Sahaydak?
A Here.
Q Danielle Slaton?
A Here.
Q Sasha Victorine?
A Here.
Q Tiffeny Milbrett.
A Here.
Q Total Athlete Council, 8.
The next category is other members.
We have Soccer Association For Youth.
A Here.
Q United States Specialty Sports Association?
A Here.
Q We have National Associations, USASA?
A Here.

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1 Q AYSO?
2 A Here.
3 Q USYSA?
4 A Here.
5 Q U.S. Club Soccer?
6 A Here.
7 Q We have associate members.
8 National Soccer Coaches Association
9 of America?
10 A Here.
11 Q We have Disabled Service
12 Organizations. U.S. Power Soccer?
13 A Here.
14 Q Total for other members is 8.
15 We have life members.
16 Gianfranco Borroni?
17 A Here.
18 Q Chris Christoffersen?
19 A Here.
20 Q Hank desBordes?
21 A Here.
22 Q Stephen Flamhaft?
23 A Here.
24 Q Larry Harmon?
25 A Here.

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1 Q Marty Mankamyer?
2 A Here.
3 Q Gerhard Mengel?
4 A Here.
5 Q Foster Perry?
6 A Here.
7 Q Darl Rose?
8 A Here.
9 Q Howard Rubenstein?
10 A Here.
11 Q Hank Steinbrecher?
12 A Here.
13 Q Larry Monaco?
14 A Here.
15 Q Total for life members is 12.
16 Dr. Contiguglia?
17 UNIDENTIFIED SPEAKER: You forgot
18 Alan.
19 MR. KEPNER: I did not forget Al.
20 And that total was 12.
21 Board of Directors.
22 Jeff Agoos.
23 A Here.
24 Q Carlos Cordeiro?
25 A Here.

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1 Q Mike Edwards?
2 A Here.
3 Q Danielle Fotopoulos?
4 A Here.
5 Q Don Garber?
6 A Here.
7 Q Richard Groff?
8 A Here.
9 Q Sunil Gulati?
10 A Here.
11 Q Burton Haimes?
12 A Here.
13 Q Jim Hamilton?
14 A Here.
15 Q Jon McCullough?
16 A Here.
17 Q Fabian Nunez?
18 A Here.
19 Q Bob Palmeiro?
20 A Here.
21 Q Donna Shalala?
22 A Here.
23 Q John Sutter?
24 A Here.
25 Q Total for Board of Directors, 14.

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1 Past presidents. And for the first
2 time, two names will be called.
3 Dr. Bob Contiguglia?
4 A Here.
5 Q Alan Rothenberg?
6 A Here.
7 Q Past presidents, two.
8 Now, you take all of those -- and
9 again, I will go back one more time to the ones
10 that did not answer as present.
11 For USASA, State Associations,
12 Connecticut?
13 A (No response.)
14 Q Adult commissioners in the Adult
15 Council, Werner Fricker, Jr.?
16 A (No response.)
17 MR. KEPNER: I believe that was it.
18 Okay. Now, you take all of that
19 information, and we determine which is the
20 largest council. And as you could fully expect,
21 the largest council is the youth council. So you
22 might wish to record this information.
23 The numbers that I gave you before, I
24 will highlight them again. Youth council 285
25 votes. Adult council 183 votes. Professional

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1 council, 14 votes. Athletes Council, 8 votes.
2 Other members, 8 votes. Life members, 12 votes.
3 National Board of Directors, 14 votes. Past
4 presidents, 2 votes, total votes 526.
5 Now, the effect of the three large
6 councils, youth, adult and professional, they
7 all, by our rules must have an equivalent effect.
8 And so with the largest council being the youth
9 council, that's the determining number that we
10 have to make equivalent for the adult council and
11 the professional council.
12 So we take the adult votes and
13 multiply them by a specified number. First of
14 all, obviously, the youth council multiplier is
15 one, 1.00, you push it yes.
16 MR. Des BORDES: Where does the rule
17 book give a separate vote to a past president?
18 Do you have a copy of a rule that says that? I'm
19 not opposed to it? I just want to know where it
20 came from.
21 MR. KEPNER: I don't have a rule book
22 here. Up here?
23 UNIDENTIFIED SPEAKER: 302.
24 MR. KEPNER: We will be happy to give
25 you that information but I don't have the rule

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1 book here with me. It's being checked. I
2 appreciate you bringing it up.
3 The effect of the youth council, 1.00
4 times 285, obviously, 285.
5 Adult Council multiplier, 1.56.
6 Multiplying 1.56 by the 183. Again, that yields
7 285 making the total effect exactly the same as
8 the youth.
9 The multiplier for the professional,
10 20.36. Multiply 20.36 by the 14, and you get
11 285. So those three councils effectively add,
12 each of them, 285.
13 The next group that we have to take a
14 look at is others, other members, life members,
15 national BOD, past presidents, et cetera.
16 The sum of those, the 8, the 12, the
17 14, and the 2 was 36. When you add the 285, 285,
18 285 and 36, that total is 891. That number,
19 because the last group, the Athletes Council, by
20 our rules, the Athletes Council must have no less
21 than 20 percent of the total composite vote
22 weighting.
23 The athletes, you have 891 for the
24 composite for the nonathlete, 223 percent -- not
25 223 percent -- but 223 votes is the athlete vote.

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1 You add the 891, 223, you get a total of 1,114;
2 20 percent of that, and you have a little under
3 223, but the athletes must have no less than 20
4 percent, so their vote is 223. The total votes
5 is 1,114. The multiplier, therefore, for the
6 athletes was 27.88.
7 If all delegates present, if all
8 votes were included in a particular vote -- and
9 we all know that it's very unlikely, and I don't
10 know that it's ever happened -- we would have a
11 majority needed of 558 votes, a simple majority.
12 If we happened to have something that needed to
13 be voted on that would require a two-thirds vote,
14 we would be at 743.
15 I will delay for a moment asking
16 until we have a resolution on the question of
17 Mr. desBordes has asked.
18 PRESIDENT GULATI: 302.4.
19 MR. Des BORDES: I saw it.
20 MR. KEPNER: 302.4. Thank you very
21 much.
22 So now, I will ask for a motion to
23 accept the report of the Credentials Committee.
24 MR. EDWARDS: So move.
25 UNIDENTIFIED SPEAKER: So move.

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1 DR. CONTIGUGLIA: Second.
2 MR. KEPNER: We have a motion here to
3 the right, and from the floor, and a second here
4 from the left.
5 All those in favor please say aye.
6 Opposed; please say no?
7 The report is accepted.
8 The next job that we have is to learn how to
9 use the keypads. And after we have a warmup process, as
10 we have gone through for several years, then I do
11 understand that we have some early formal votes to take,
12 and Mr. Gulati will be handling that.
13 The warmup part is an absolutely critical
14 part of the entire assembly event. There's no question
15 about that. Because if you don't know how to use these
16 keypads, then you cannot properly participate in the
17 process. So making sure that you know how to use them
18 is important.
19 Two years ago, I gave you a very difficult
20 situation to deal with, and that was to decide whether
21 Mickey Mouse or Donald Duck would win a penalty kickoff,
22 and you decided, I'm sure appropriately, that Mickey
23 Mouse would do better, and therefore obviously, Donald
24 Duck was not quacked up to be what we thought he was.
25 Last year, I gave you a situation involving

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1 some loveable crustaceans called, as I understand it,
2 and I was taught at the event itself what the correct
3 name was, crawdads. I, during the challenge question,
4 the warmup question used crawdaddies. And it was Mr.
5 DesBordes who taught me, and I appreciated that and I
6 expressed my appreciation on that occasion, for the
7 lesson that he taught me. But what Hank didn't know was
8 that crawdaddies was correct in that context. You see,
9 the crawdads, their fathers never learned the game of
10 soccer, therefore I couldn't have crawdads taking a
11 penalty kick. They couldn't have taken it. They
12 wouldn't have known what to do. So crawdaddies was the
13 correct situation.
14 Now, given where we are, I decided that
15 giving you -- we're in Las Vegas, so I've upped the
16 ante.
17 Instead of having a one-on-one situation, I
18 decided to give you a very difficult task this time of
19 two-on-two.
20 Now, so I have given you -- I have four high
21 stakes gamblers of worldwide fame and repute.
22 Now, two of them happen to be strong soccer,
23 members of the soccer family, but all four of these
24 individuals have played on the same team and they enjoy
25 doing it.

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1 And later at some point, Mr. Gulati, our
2 president, will report on the success of that particular
3 team endeavor. But I'm taking four of the members of
4 that team and moving them into a competitive situation
5 against each other, two-on-two soccer match.
6 Now, one of the teams, two of the people, or
7 two of the members are on one team, and we're going to
8 call that team, Team Power. There they are.
9 Those two members, Arnold, Conan the
10 Barbarian, Schwarzenegger, and Dan, the Man, Flynn.
11 Now, let me just talk about Team Power.
12 These are two guys that take brute force as their
13 approach to handling the game of soccer. They bull
14 their way through at the game, leaving everybody
15 asunder. The question is, can they take on successfully
16 Team Finesse?
17 Team Finesse. Team Finesse is made up of two
18 equally, viable players, but they use a different
19 approach. We have Bill, Smooth as Silk, Clinton and his
20 partner Sunil, High Flyer Goal, Gulati.
21 Okay. Now, both teams are very effective at
22 what they do. Finesse Team uses a -- to use the terms
23 of a popular pugilistic, Muhammad Ali, the Finesse Team
24 dances like a butterfly and stings like a bee.
25 So the question before you now is which team

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1 will win in a two against two match? You know how the
2 keypad system works. For Team Power 1, Team Power you
3 will push 1. For team 2, Team Finesse, you will push
4 two.
5 Now, in the middle there of the screen, which
6 team would win a two-on-two match, just below that, you
7 see, as is very appropriate for where we are a slot
8 machine, and you can start now to decide what your vote
9 is going to be.
10 We will count down five, four, three, two,
11 one, and at that point, I will say stop, and your vote
12 has to be in. You can see it's already at 3, 2, 1.
13 Stop.
14 Who won this classic matchup? Oh, my gosh.
15 As anticipated very close. Congratulations, Dan the
16 Man. It's next year, Sunil the High Flying Goal. And
17 now, Mr. Gulati.
18 PRESIDENT GULATI: So a couple of
19 comments. First, the obvious selection on the
20 teams should alleviate any doubts that Dan and I
21 had anything to do with the rest of the
22 Credentials Committee report.
23 Second, Dan was desperately looking
24 for a keypad before the vote, and I didn't hear
25 his name called in the Credentials Committee, so

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1 I think the whole thing is off.
2 And third, given the results of the
3 vote, we are looking for applications for General
4 Secretary.
5 So thanks, Bob. I think it's safe to
6 say you may a good come-back there with your
7 keypad.
8 The next order is we -- actually,
9 we're going to test the keypads with some less
10 humorous votes, so we will do that now.
11 And, Bob, you also took my notes for
12 the meeting, so that would be good to return them
13 or my part my go as long as yours.
14 He wants to be back, he's running.
15 All right. So, we're just testing
16 these keypads with a couple of questions. Would
17 you like to come back to Vegas for a future AGM?
18 Ready to vote. Let's open the voting. Go ahead.
19 (Vote taken; majority said yes.)
20 PRESIDENT GULATI: Next question.
21 How many U.S. national team events
22 have you watched on TV in the last 12 months, and
23 that could be men's team, women's team or any of
24 our national youth teams. Let's open up the
25 voting. Go ahead.

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1 (The majority vote was four or more.)
2 PRESIDENT GULATI: Of the group that
3 was one game or less, how many of you had to
4 leave the house because you didn't have a TV?
5 Come on, now. Let's get it over there.
6 Do we have any other questions? Two
7 more? Which of the three athlete reps has earned
8 the most caps. Good question. No Googling.
9 Let's start.
10 (The athletes listed were Jeff Agoos,
11 Danielle Fotopoulus and Jon McCullough.)
12 PRESIDENT GULATI: Correct answer;
13 Jeff Agoos. Thank you.
14 And one more question. Which team is
15 not a first-round opponent for the U.S. women at
16 this summer's World Cup?
17 (The teams listed were Sweden,
18 Columbia, North Korea or Brazil.)
19 PRESIDENT GULATI: The answer was
20 Brazil. So many of you said it was Columbia
21 University. Okay. Thank you.
22 The system seems to be working. I'm
23 not sure the mass media efforts are getting you
24 to watch the national team are working quite as
25 well, but we'll work on that.

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1 MR. KEPNER: For a point of
2 information, and that is, if others did have the
3 same question that John Collins had a moment ago,
4 he came over and said were those votes weighted?
5 Those were not.
6 PRESIDENT GULATI: Those votes were
7 not weighted. Those were test votes.
8 MR. KEPNER: Yes, that's correct.
9 PRESIDENT GULATI: John, you were
10 concerned about any of the particular results not
11 going your way.
12 MR. COLLINS: I didn't --
13 PRESIDENT GULATI: We'll talk about
14 this after. You sit with desBordes over there.
15 On that note, first, let me
16 officially, welcome some special members that we
17 have here today, not all of us are traditions,
18 some of it is. In the front row, we have our
19 life members, and if you would stand, so we can
20 properly acknowledge you, please. The life
21 members of U.S. Soccer.
22 (Applause.)
23 PRESIDENT GULATI: Another group this
24 year, we happen to have them seated right next to
25 the life members and a couple other places

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1 including behind me, and at least one other
2 place, which are our U.S. National Team Players,
3 former players, people who have worn the U.S.
4 National Team jersey. If you would all stand
5 please, the athletes.
6 The Athletes Council, included up
7 here, in our former world champion, April
8 Heinrichs, and you will hear from her a little
9 bit later.
10 And two other groups. Those of
11 you -- we will give you five seconds to do the
12 math just in case -- those of you that have had
13 25 Annual General Meetings or more, stand up.
14 25 AGMs or more, please stand.
15 (Applause.)
16 PRESIDENT GULATI: Thank you. Quite
17 a few. Do we have any folks that are here for
18 your first AGM? Anyone at their first Annual
19 General Meeting? Stand up please.
20 (Applause.)
21 PRESIDENT GULATI: Welcome.
22 Normally, we do a presentation with
23 some PowerPoint slides and talk about the year
24 and talk about some things we're going to go try
25 to do in the future. We're going to abandon that

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1 slightly. Dan will go through some of the ups
2 and downs of last year formally with a PowerPoint
3 presentation, but it would be pretty hard to talk
4 about the last year without focusing really on
5 two key things that happened and how they in
6 different ways set the future for what I want to
7 talk about going forward, and some things that we
8 will do going forward.
9 And obviously, those two things, I
10 think, all of you are quite familiar with, and
11 many of you saw, whether it was live or on
12 television -- and there are a number of you here
13 that fit into both those categories. Let's take
14 a look at those two things. If we could run that
15 first video.
16 (Video clip shown.)
17 PRESIDENT GULATI: So what to make of
18 that?
19 What to make of that?
20 The important part of that video for
21 me and I saw that yesterday for the first time --
22 some of my colleagues said why are we showing
23 that video? One of them thought it was because I
24 hadn't seen it, which I hadn't until yesterday,
25 and then I thought maybe it would be a different

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1 thing coming out of the envelope, somehow, which
2 wasn't the case.
3 But it's actually Bob Ley's comments
4 at the end of that. And he's right about that,
5 by the way. It's going to take longer. It's
6 going to be harder. We're going to need more
7 resolve to get to where we want to go.
8 There's no way I can think of
9 anything different, or any of us should think
10 anything different, because if that were the
11 case, then what I would be saying over the last
12 couple of years, about how important it was to
13 the development of the game, and what we wanted
14 to try to do would have been inaccurate. It
15 would have been misleading. So that was a big
16 loss. No question about it. But it doesn't stop
17 us from getting where we want to. It just will
18 just take longer, be harder, and require more
19 effort on all of our parts.
20 How do you respond to that? And I'm
21 not talking about any of the media stuff or the
22 process. None of that, none of that in the long
23 run will matter. I'm not saying I don't think
24 about it quite a bit, but how do we respond to
25 that? I guess we could have a retreat, but it

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1 doesn't seem to me to have a retreat, we're not
2 planning to retreat from anything. Certainly not
3 a summit, because we're not at the summit as far
4 as I can see. We will talk a little bit about
5 that.
6 But how do we respond and in a way we
7 respond this way -- and I realize the sequence
8 isn't just quite right -- but this is the way I
9 think we're going to respond. If we could run
10 that second video.
11 (Video clip shown.)
12 (Applause.)
13 PRESIDENT GULATI: It seems to me
14 that was a pretty good response. Even though it
15 was six months earlier, and as I mentioned, most
16 of you were obviously familiar with that video --
17 not all of the video, but parts of that, I have
18 seen obviously thousands of times, and if you
19 watch that five-minute clip, and a fan did on You
20 Tube -- that's grainy for half of it -- and you
21 are part of this organization or a part of the
22 game in general or frankly just part of America;
23 for me, every time I see it -- and I have seen it
24 a lot of times -- you get a little bit emotional,
25 and I do. That goal, you can't see it enough.

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1 And what it did for a very short period of time,
2 and hopefully, what it did for a much longer
3 period of time, and what is that? What do those
4 two moments have in common?
5 What they have in common in both
6 cases showed that people care about the game, a
7 lot more than they did, 10, 20, 50 years ago.
8 The number of people that care, some folks in
9 this row and throughout the room, have cared for
10 a long time. We just haven't had enough other
11 people caring. But the number of people that
12 watch that game against Algeria or the World Cup
13 generally, that went to bars across the country,
14 that talked to their friends in water cooler talk
15 the next day, that remember the video, was
16 dramatically higher than anything we have ever
17 seen for the game.
18 Pretty big moment. We just have to
19 keep convincing a few more friends, and
20 hopefully, a few more millions to watch the game.
21 But that's as good as it gets. And not only that
22 doesn't mean -- ah, Sunil only thinks about the
23 national team -- because if there's not a few
24 kids that are turned on to soccer instead of some
25 other sport or some other activity, good or bad,

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1 by seeing that, I would be shocked.
2 I have been with Landon a number of
3 times, a number of people that know him now,
4 especially between the ages of 20 and 26 or 27,
5 it seems, more likely, one gender than the other,
6 they want to come over for a picture, it's pretty
7 extraordinary, and it wasn't the same because I
8 have been with them to dinner plenty of times
9 before that. They know who he is now. He's now
10 a mainstream athlete. Before, he was a soccer
11 player. He's still a soccer player, a pretty
12 good one. Those are things we can't accomplish
13 on our own with any program, except a television
14 program in this case.
15 The same is true of the decision in
16 Zurich. Not only we would have all been mad no
17 matter when it happened, but the fact that there
18 were so many articles about the decision and so
19 much interest in the decision and broadcast live
20 and viewing parties across the country at MLS
21 stadiums and bars and everything else is
22 something new. Better result, obviously, would
23 have been appreciated.
24 I'm not sure if we advised President
25 Clinton of the decision you-all made today with

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that first vote, he's going to be any less happy. He doesn't like losing anything. And he was pretty extraordinary in our bid, and the number of people that joined our bid committee, prominent Americans, as well as folks from the soccer community, including some people here led by President Clinton.

We had a terrific bid, but in the end, just like our national team games, or any other games that are of a competitive nature, the result matters, and we didn't get that result. So that was quite disappointing.

So we're going to respond in a number of ways. And we would have been responding, regardless of what happened on that day, because we want to take the sport forward. Some of the things that we will try to do over the next year, I will talk about in just a minute, but I couldn't go past the bid without really, without very much thanking a couple of people in particular.

Your treasurer, my friend Carlos Cordeiro, who spent the better part of two years, full time running around the globe and that meant about half a million miles. And that's in

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addition to the half a million he does every year for other things, extraordinary effort. And, Carlos, I want to thank you for that terrific effort. Thank you.

(Applause.)

PRESIDENT GULATI: Don Garber and Dan Flynn and others who were on our Board. Great efforts throughout. Don, in addition to his full-time day job of trying to run MLS, was just fantastic and a great friend throughout the process, as well as a great Board member and a leader of the sport in the U.S. Thank you.

(Applause.)

PRESIDENT GULATI: Thank you.

Where do we go? We're not going to have that summit, or not that retreat, but we will have a meeting of some sort. We will think of the right name for it, but I think it might be Climb. We're going to invite some people to a Climb. We're inviting everybody to a Climb. In a climb you understand what we want to get. We want to take the sport further. And by the way, every time I get to a microphone, it's not just about the national team and the World Cup, because anyone that doesn't understand there's a

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connection between the 6-year-old grassroots player and what Landon did or what losing the World Cup doesn't allow us to do or what the women's team will be doing this summer, hopefully, having videos just like that, although I would prefer it not be in the 93rd minute of the last game, a little earlier would be just fine -- if we can get that message to Pia, please, that would be good.

We want to go on a climb. A continued climb. The World Cup decision would have made that climb a little bit faster, and that mountain would have been a little flatter, but we'll still get there.

On the Women's side, we have done some things in the last couple of months. Hired April, who you will hear from, world champion, Olympic champion, Olympic champion as a coach, and she will talk about some of the things that we're just starting to do, and Jill Ellis, who has joined her. And to make sure that we can retain the sort of programs -- and I don't want to say competitive edge or lead to tough competitor world out there -- but the sort of program that we think we all deserve, on the

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player development side, or Claudio Reyna on what he's doing on player development, helping write a new curriculum. And he's met with many of you and in the media area, which is critical to us.

It's not something that any of us focuses on day to day, but what ESPN or Fox or Comcast or anyone else, or Univision decides to do with our broadcast, and when they put them on means it's hundreds of thousands or millions of people watching a game or having the opportunity to; absolutely critical for growing the game.

How does it matter to the things we do every day? Well, those numbers are flat in most of our organizations on youth membership. You-all know that better than I do. Media can help for sure. People get turned on to it. There's things that we can't do with any grassroots program. We have done a lot of those programs. They have been terrifically successful. Don is working very hard to make sure as we go forward, that what we do as a federation and what we do as a league and what we do as the Women's National Team program gets showcased in the right way, and our media partners are critical. We can't replace what

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1 they do.
2 Referees, you will hear a little bit
3 from Mike on that, your vice-president, and so
4 many other things.
5 What we want to do in this climb or
6 discussions on the climb is get together with
7 various groups in the room. We are not going to
8 have a couple of hundred people roundtable,
9 that's not the way, I think we will approach it,
10 and talk about where we want to carry the game
11 forward over the next two, ten, 20, 50 years.
12 And my guess is there's people in the room that
13 will be part of this for all those periods of
14 time.
15 We've started a women's development
16 committee that we haven't announced yet, and I
17 will announce it here. Carin Gabarra Jennings
18 will chair our women's task force on player
19 development. We will have some people that you
20 are very familiar with and others that you may
21 have never heard of that will be part of that, as
22 we've done on the men's side.
23 A couple of other things that will
24 come up in the next few years, not quite of the
25 same broad significance, perhaps, but of -- quite

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1 important historically for us.
2 2013 happens to be our Centennial,
3 100 years. 100 years. And in the next few
4 weeks, we will ask a group to look at and see how
5 we can honor what everyone has been part of, this
6 sport in the United States in 2013, whether it's
7 the Annual General Meeting or a series of events,
8 and look at if there's a way, the dream would be
9 a men's and women's national team game, double
10 header somewhere warm. It will not be Hawaii,
11 Peter, I can assure you -- well, actually, it
12 might be Hawaii now that I think -- we'll talk
13 about that -- how we honor the game. And we will
14 do a number of other things.
15 But I think the main thing I get out
16 of the last year is, the country cares, for sure.
17 We have to try to make sure they care and care
18 into the future, not continuing care, I don't
19 want to use that word. I want to thank you-all
20 for your efforts. Kids certainly care, not just
21 all of us, and those that have followed the
22 national team closely, the country cares, the
23 kids that are players care. We know the adults
24 care.
25 And I want to invite you to that

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1 climb. It's not going to be easy. And by that,
2 I mean it's not going to be easy to stay where we
3 are or grow a little bit. I think we all want
4 more. I certainly, having tasted both of those
5 events last summer, want more. And that's the
6 mission, as far as I'm concerned.
7 So thank you for your efforts. Thank
8 you for listening today, and we'll get back to
9 the business of the meeting.
10 (Applause.)
11 PRESIDENT GULATI: Dan will walk you
12 through, run you through some slides of the
13 events of the last year. Your General Secretary
14 and Chief Executive Officer. Dan Flynn.
15 (Applause.)
16 MR. FLYNN: Thanks, Sunil.
17 What we wanted to do -- while
18 December 2nd was a bit of setback, I wanted to
19 talk just about commercially the direction we're
20 going in.
21 We're happy and pleased to announce
22 that we've renewed our partnership with
23 Anheuser-Busch, as well as OSI, which is our
24 referee partner, as well as Kwik Goal, and we've
25 also signed on new sponsors, Castrol, and

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1 Allstate. So, it's been a difficult market from
2 '08 moving forward, but we feel very good about
3 moving forward, and we're very close, but I don't
4 like to say this, but I think we're close to
5 Hilton and Brown-Forman moving forward.
6 So from a financial point of view,
7 it's very positive.
8 Our working relationship with Soccer
9 United Marketing has been working really well in
10 that, and Don wanted to mention that, and
11 particular Kathy Carter.
12 In terms of technology, we have
13 launched the mobile version for our site to
14 better connect our fans, if you will. We are
15 working on the U.S. Soccer app as well.
16 Hopefully, that will be in the market place soon.
17 In terms of fan development, as we
18 look at our value growing in the market place,
19 we're trying to continue to find ways to bring
20 our fans closer to the game, closer to our
21 players, coaching, staff. This is just a couple
22 of examples, at the Chile game in January where
23 Bob Bradley, our coach, normally stays in the
24 locker room, came out to be interviewed prior to
25 the game. Get the fans to interact with him a

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1 little bit. I think it's a plus for our team and
2 our marketing efforts.
3 In addition to that, we have a Soccer
4 Supporters Club, a membership of about 4,000, but
5 a private invitation went out. We had a group
6 together for about an hour. Sunil was the guest
7 speaker. We want to continue to do this.
8 Expand, bring in all parts of our soccer
9 membership into the meeting so they become
10 familiar with our supporters club, and give
11 their -- provide their point of view about what's
12 going on in the soccer landscape. But it was
13 well received, and we're looking forward to doing
14 more of that.
15 As I mentioned, our Soccer Supporters
16 Club was up to about 4,000 in terms of
17 membership. We have a new plan called the
18 discounted four-year plan. The key, obviously,
19 the hook is the Men's World Cup for us, but we
20 will continue to do our post game field pass, our
21 open training sessions, and our fan forums, have
22 all been well received.
23 In addition, you could see on the --
24 while it was bad news, but some of the enthusiasm
25 that the World Cup provided as well as the

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1 buildup to the World Cup 2022 decision. We have
2 a U.S. bar program, that we're now up to 75 bars,
3 but that is connecting us once again, closer to
4 our fan base, and closer, bringing that fan base
5 to our teams.
6 This is just an example on the right
7 of our U.S. bar program and just the Supporters
8 Club. They get to come down on the field, just
9 feel closer to the whole process.
10 Looking forward, one of the most
11 important things we have this year is the Women's
12 World Cup. June 28, July 2 and July 6th, please
13 put it on your calendar. It's an incredibly
14 important tournament. We think our women are up
15 for it, but we have a stiff challenge with the
16 host country, Germany.
17 But when we talk about our value and
18 where we're growing, ESPN is making an
19 unprecedented commitment to the Women's World
20 Cup. It's not the Men's World Cup. It's the
21 Women's World Cup. The ESPN family will
22 broadcast all of the matches. They will have a
23 set and talent on site in Germany, first time
24 ever. They will have pre and post game matches.
25 They will have a dedicated broadcast team as

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1 well.
2 It's very important for our continued
3 growth. And we thought given the fact that it's
4 the Women's World Cup year, and the fact that
5 April Heinrichs is the new hire as Sunil
6 mentioned, probably no better way, no better
7 person to have her come talk about her vision as
8 well. It's an honor to introduce April today,
9 and a pleasure to work with April.
10 April Heinrichs.
11 (Applause.)
12 MS. HEINRICHS: Thank you. Wow,
13 well, it's pretty humbling to be here and to see
14 all the faces. I know now why, when I travel
15 around and I bump into one of you, it's out of
16 context, and it's hard, because there's so many
17 names and so many faces that I have seen for so
18 many years now, that it's great to be back.
19 After four years of being at the
20 Olympic Committee, it's really an honor and a
21 privilege to come back and work with soccer
22 again. And I feel like we have a lot of
23 analyzing and planning and a lot of work to do on
24 the women's side of the game.
25 So we're just getting started. It's

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1 been about a month. My colleague, Jill Ellis,
2 and I will work -- Jill's title is director of
3 development. She will work primarily with the
4 17s and under. My title will be technical
5 director. I will work with the 20s, and younger,
6 and we're going to try to do a couple of things.
7 We -- as Sunil mentioned, we're going to have a
8 task force that will also help make some
9 decisions and bring some ideas to the table and
10 see how we can put more of all of these moving
11 parts together and working for the women's game.
12 It's far more complex than it was -- I think it
13 was ten years ago, that I was last at an AGM.
14 The Women's game is far more complex and
15 sophisticated in a lot of ways than it was ten
16 years ago.
17 So, if I'm looking into my crystal
18 ball, if it's possible, I can see a few things,
19 you know, the game, the women's game is going to
20 be, in 20 years, stronger, faster, quicker and
21 more physically demanding. Teams will be
22 playing, technically, one and two touch to
23 advance the ball, and get into the opponents,
24 attacking third. Teams will be putting together
25 very destructive, organized, even cynical

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1 defenses to thwart attacks.
2 And this is all going to make it more
3 challenging, but the best teams will put
4 brilliant players and coaches and athletes on the
5 field, and they will be able to solve those more
6 advanced tactics. And so, our challenge is
7 really to prepare for that. And we're looking at
8 it as a long, very long-term plan. We are not
9 talking about two or three years, although I
10 think there will be some things that we're going
11 to try to implement. Really looking at it from a
12 10- to 20-year plan.
13 So right now, we know a couple of
14 things. All of us in this room, I'm thinking to
15 myself, we all know some of these things. We
16 know that our strengths are physical and
17 psychological. They have really been for 20
18 years. We know that. We know our weaknesses,
19 are our technical and tactical. We know that as
20 well. And what happens is our strengths have
21 become a weakness, and in a pinch, in world cups,
22 youth world cups, women's world cups, in
23 championship games, that weakness, it bites us in
24 the butt. We play teams in Friendlies. We play
25 teams in scrimmage settings, and we just played

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1 the German national team three times last week in
2 Florida. And we do pretty well in all of those
3 environments. We beat Germany two times. We do
4 well.
5 But in championships, some of our
6 strengths have become a weakness, and we've got
7 to be able to adapt more fluidly within the game.
8 So we know, right now, we have a few
9 things, really, at our disposal, you know. We
10 have one of the largest pools of players in the
11 world. We have one of the largest and most
12 advanced pools of coaches and administrators and
13 resources in the world. We have what we need,
14 essentially. We need resources. We need a
15 commitment. We need a body of people to come
16 together to make some of the changes that we know
17 need to take place, which I will talk about next.
18 So, we have what we need, and we know
19 what we need.
20 There are some things that I think
21 culturally, I have seen it over time, and I think
22 we all know this. We see a couple of things that
23 our culture, our soccer culture on the one hand
24 isn't a great soccer culture, say, from teams in
25 Europe. On the other hand, there's been some

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1 great cultural things that have happened in the
2 women's game which is where we can get to a place
3 where we have one of the largest pools of players
4 in the world in the women's game.
5 But culturally, we know that the
6 training-to-game ratio is backwards. Girls are
7 playing far more games than they are training.
8 We know that the player-to-ball ratio, in
9 training sessions at our younger age groups needs
10 to be smaller. We know that our coaching ratio
11 to players out on the field needs to be smaller.
12 You know, to be technically a driven sport like
13 tennis or golf, we need a coaching ratio that's
14 close to one to five, one to six athletes. We
15 know some of these things.
16 We know -- I can't read my writing.
17 Ten years ago, by the way, I could have read this
18 with no problem. Now, I have my cheater, but
19 thank goodness, the light. Oh, yeah. Yeah.
20 PRESIDENT GULATI: She doesn't know
21 those things anymore.
22 MS. HEINRICHS: I brought my
23 cheaters. I'm doing okay so far. I think in
24 another year, I won't be able to do this at all
25 without much better lighting.

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1 We're pulling players in too many
2 places, you know, players, being pulled all over
3 the place, and they're constantly in a position
4 to overtrain or overplay, if you will.
5 We know that youth coaches coach to
6 win, due to the pressure that they often face.
7 We know that parents are driving the technical
8 bus, if you will, and making decisions, technical
9 decisions, that's not right. We know these
10 things, and yet, we've got to, I think, start to
11 put some plans in place.
12 We know that our best coaches are
13 gravitating up. When in a real ideal world,
14 we've got some of our best coaches working with
15 10, 11, and 12 years old. We know that players
16 don't watch the game; apparently, some
17 administrators don't either. We know that we've
18 got to get our players and our youth players
19 watching the game more consistently, so they feel
20 the game, before we get them out there in
21 national team programming.
22 And we know that our winning at all
23 costs is costing us. We know that. So we're
24 going to start to address some of these cultural
25 things that have evolved for a myriad of reasons.

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1 And the way we're going to do that, we're going
2 to figure out over the next couple of months --
3 but we know that for example, we need to get more
4 former players coaching. No matter the age
5 group. We've got to get more female coaches that
6 once played in there working with 6-, 7-,
7 8-year-olds, because that's the year, you know,
8 there were some glory days in tennis, for
9 example, where they had more money in the bank
10 and more people playing tennis than any other
11 sport in the world, and tennis has seen its
12 better years. And without the William sisters,
13 tennis would really struggle.
14 And we know on the men's game, it's
15 gone down. So we can't become complacent. We
16 have to make sure our 6-year-olds are not
17 choosing tennis again, because there's a new
18 tennis initiative or basketball, or softball.
19 Because we know basketball is a cheaper sport
20 than soccer is. So we need some of our former
21 players to get out there inspire and motivate 6-,
22 7-, 8-, 9-, 10-year-olds. I'm talking college
23 players, NCAA players, high school players.
24 There's a place for players to coach, because we
25 have so many players in America. Ten to 12 years

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1 of age is the best age for the technical
2 development and stabilization, the stability, if
3 you will, of the skill acquisition, so we've got
4 to have a greater focus on 10- to 12-year-olds.
5 We've got to get better coaches working with the
6 10- to 12-year-olds, because I think we're all
7 aspiring to either work with 17, 18, college age
8 or women's professional players in the national
9 team program.
10 We have hopefully initiative where we
11 get more technicians, because one of the mantras,
12 I will be shouting is technique technique
13 technique, so we need to hire some technicians.
14 I was in Africa a year ago this
15 month, and I ran into a German DFB male
16 goalkeeper coach. And he said, you know, the
17 U.S. is the best at developing goalkeepers. I
18 sort of knew that, right? We've got some great
19 male goal keepers in the world, but it was
20 interesting hearing it from a German goalkeeper
21 coach. It was a great compliment, I thought.
22 And then I thought to the women's
23 game. Well, that's case in the women's game too.
24 You know why I think we're developing world class
25 goalkeepers, in the men's and women's side? It

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1 goes back to technique technique technique, and
2 that coach-to-player ratio. One goalkeeper
3 coach, 2, maybe three goal keepers. So we got to
4 get back to that sort of technical focus, and
5 once we get that technique in place, we can start
6 to do and teach and implement and be able to
7 tactically solve opponents in the variety of
8 defenses that they put in front of us.
9 We need a new golden generation.
10 There was clearly in the women's game, at one
11 time, potentially, seven, eight, nine of the best
12 players in the world on the same team at the same
13 era. I don't know that we will ever have seven,
14 eight, nine players, the best in the world, all
15 on one U.S. national team again, but I think we
16 can inspire a new golden generation.
17 If we can get some initiatives in
18 with those 6-year-olds, 10-, 12-year-olds, we can
19 inspire another generation, and this golden
20 generation is going to be incredibly
21 sophisticated. Technically, especially.
22 Youth national teams. As Sunil and
23 both Dan mentioned, I will be working with our
24 youth national team program, and we want to have
25 a youth national team philosophy. It's more

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1 nuanced than just win at all costs. We want to
2 have a youth national team common system of play,
3 and youth national team structure and process for
4 our youth national teams and style of play.
5 So those are just some of the things
6 I'm thinking, and my colleagues and I are
7 thinking and we're going to work with the task
8 force on. We know what we need to do, and we're
9 going to need everybody's help. I think we can't
10 be satisfied with our past, and I know everybody
11 in this room is hungry. I mean when I walk into
12 the room -- and I have met some of you -- the
13 first question is, you know, what are we doing to
14 get the women back to the top? And, you know,
15 what's happened to the women? Has the gap -- is
16 the gap closing? And I would say the gap is
17 closed, and it's closed for a couple of years
18 now, to be honest.
19 But what we have to do is separate
20 ourselves again. And I think with some new
21 initiatives, we can, and some renewed energy and
22 some renewed working together can make sure that
23 we can right some of these cultural wrongs. I
24 think we'll be in better shape. It's going to
25 take some time.

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1 We need to be collectively committed.
2 Collectively committed, because it's not going to
3 be on one person. I don't think, it can just be
4 U.S. Soccer's issue. I think it has to be, we
5 have to work together with all of the other
6 groups. I have already had three conversations
7 this morning that I'm pretty excited about. I
8 have already been recruiting some of these ladies
9 over here to get involved in the program, because
10 there was really a 10- or 15-year period, where
11 our female players at the national team level
12 were not going into coaching. And now I'm
13 starting to see that and sense that. That's
14 pretty exciting. We want to get them involved,
15 and there's a place for them.
16 Conviction and patience. Because
17 it's going to take time. As I mentioned, this is
18 realistically a 10- to 20-year plan that we're
19 going to be writing. And finally, everyone
20 involved will have a role and can impact this
21 culture.
22 It's a little bit of a yes-but
23 culture, right? We know the training-to-games
24 ratio is backwards, and we all say yes, but our
25 parents want us to travel so much. We know that

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1 our girls are playing too many games. Yes, but,
2 they need to go to that tournament and play six
3 games because there's college coaches scouting
4 that.
5 So we've got to reverse the yes-but,
6 and say yes, we can make some of these necessary
7 changes, and that we have the strength and the
8 leadership in this room to do that.
9 And finally, we want to get everybody
10 contributing to the Women's National Team
11 Program, and yes, to Pia's success in six months.
12 But what we're talking about realistically is a
13 much longer plan than a six-month plan. We're
14 going to write that plan over the next six
15 months, and then we're going to implement it over
16 the next 10 to 20 years.
17 I'm looking forward to working with
18 all of you in the room. I see now how many faces
19 I have to please or that we have to please in the
20 women's side, but I know that if we can come
21 together with some creative realistic attainable
22 goals, short and long term, I think we can get
23 after this game, and see the women's program rise
24 to the level and to the success that we know
25 they're capable of.

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1 So thank you for the opportunity, Dan
2 and Sunil, and thank you for letting me serve
3 you-all, because it is a humbling mission we have
4 in front of us. Thank you.
5 (Applause.)
6 PRESIDENT GULATI: April is around
7 through the day, so I know some of you have
8 talked to her already. Feel free to reach out to
9 her. Bob Bradley will be here a little bit later
10 this afternoon, so feel free to talk to him.
11 I also have Ed Foster-Simeon is here.
12 I know some of you wanted to meet with him. Ed
13 is waving, president of the Foundation. He's
14 around all day, in a meeting for part of it, so
15 if you have got issues, or questions, or
16 comments, please reach out to Ed.
17 The only thing that concerned me was
18 that April said she was very excited by three
19 conversations she had here. Dan had told me, she
20 had five meetings this morning, so two of you-all
21 didn't do much for her in terms of excitement
22 apparently.
23 She's reached out to a lot of people
24 in the last few weeks. Evelyn has met with her
25 and some of the regional coaches, so feel free to

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1 do it. It's a good opportunity.
2 With that, let me introduce very
3 quickly Mike Edwards, who will also very quickly
4 give you a few comments on referee program and
5 others. Mike, your vice-president.
6 MR. EDWARDS: Thanks, Sunil. You may
7 not be aware of this. FIFA, to be helpful as
8 always, has put together a directive on how
9 national associations are to manage their referee
10 program, and in spite of that, we seem to be
11 improving. We're in the process. We didn't have
12 to move a lot, really, to get into compliance
13 with this.
14 One directive is that the referee
15 committee has to be run by a Board member, and
16 Sunil had asked me to step in, and then hung up
17 the phone before I could answer, so here I am.
18 You know how that works.
19 I think we've made a lot of progress
20 in a short time. I'm fortunate that I have had
21 some really talented people on the referee
22 committee. Depending on the moment, I'm more or
23 less fortunate that none of them are shy, for
24 those of you who know Angelo Bratsis and Ken
25 Baldeosingh and people like that. You don't have

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1 to wait very long to find out what the proper
2 decision is. It's just that often, there is not
3 unanimity when you get some of these people
4 together.
5 Nonetheless, we are going full speed,
6 and I'm going to kind of hit the things we're
7 doing real quick, because we're trying to get
8 everybody from the pros down to the small-sided
9 games going full speed. I will acknowledge, we
10 have not done well in putting out in a
11 well-organized fashion the instructional
12 assessment, evaluation materials, particularly,
13 for the local and state grade referee functions.
14 We have made -- at least, the
15 feedback I'm getting from the referee
16 administrators is we have made huge strides. If
17 you have not recently gone on to the web page and
18 looked at the referee instructional stuff, if you
19 are leaving that to your SRA, my suggestion would
20 be you go look at it, because you will be
21 surprised.
22 We're trying to migrate as much as we
23 can in today's society, where you can somehow get
24 a Ph.D. in psychology on-line, you can't do any
25 referee training on-line. You can't from U.S.

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1 Soccer. Some of you didn't wait on us and just
2 went and did it yourselves. When I was chairman
3 of USASA, I would have commended you for that.
4 Now, you are just making me look bad so I would
5 ask you to stop doing that.
6 But when you go out there, Ryan
7 Mooney, and his staff, out of Chicago, have put
8 out modules for instruction on a lot of stuff.
9 When I started doing this, when the ball was
10 square, you could get somebody to come into a
11 clinic for 16 hours. You think you are going to
12 get a 16-year-old kid to sit still in today's
13 society, quit texting long enough for 16 hours of
14 instruction. Your director of instruction is
15 fooling themselves.
16 So what we have put out there is the
17 ability to teach a lot of stuff that you don't
18 need face time on. I need face time to teach you
19 to referee. I don't need to face time to tell
20 you what a rectangle is, what a sphere looks like
21 or how to count to 11. If you can't manage that
22 by the time you came into the clinic, our next
23 step is going to be the mass and celebration of
24 your first game, because it's going to be your
25 last. So a lot of this, we can move off-line and

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1 get more focused on teaching you to referee,
2 which is really what we need to do.
3 We have split our resources. We will
4 now focus on the professional game with staff in
5 New York. We will focus much more on the local,
6 state, regional out of the Chicago office, so
7 we're getting more bang for the buck out of the
8 resources that we have.
9 We have developed a track for
10 national referees when they make the election to
11 move to that level, and it's a lot of work. If
12 you don't know how you get there, it takes six or
13 seven years of devoting yourself to hard-core
14 refereeing to get there. You can now elect that
15 you want to go on the assistant referee track or
16 you want to go on the center referee track.
17 That's going to be further helpful, because
18 eventually every year we designate, U.S. Soccer
19 does, candidates for the international referee
20 list and the international AR list, both for men
21 and women.
22 To have everybody in one program is
23 working against our best interest in getting
24 crews back in the World Cup. Sunil and I have
25 conflicting goals. He wants the men's team and

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1 the women's team in the World Cup final. I want
2 the referees there. If the referees are there,
3 it's because he didn't get there. So I'm willing
4 to compromise and settle for the third-place
5 game, but only under those conditions, that his
6 dream came true.
7 We are right now, I have asked Ryan
8 to start looking into the curriculum we have for
9 small-sided games. I'm looking into the rules we
10 have for small-sided games. I will get some
11 feedback from the referee committees members as
12 to what they really see in the field, and we have
13 what Ryan having been a teacher, refers to as a
14 potential instructional gap, where what is really
15 being practiced in this is not tying into the
16 curriculum that we're teaching. So we're doing a
17 review of that. We will get with the youth
18 organizations to make sure that we're seeing this
19 stuff right to get it all synced, so that when
20 they are starting at this grade 9 level, they are
21 learning to referee right there to transition on
22 up, if they elect to continue in the referee
23 business.
24 Oh, the last thing we did this year
25 is in the last couple of months, we have modified

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1 the referee matrix for the kind of games you have
2 to do to be at the top level and expanded the
3 universe of those to allow the inclusion of any
4 rough -- I will describe it as any
5 rough-and-tumble adult soccer league game.
6 Right now, it was really set up that
7 you could actually get to be a national referee
8 and never done an adult amateur soccer game, and
9 if you haven't been in some of those, that
10 qualifies as a legitimate war zone. Probably
11 right now on CNN, they're running, some things in
12 Egypt that would kind of give you a bird's eye
13 view of what an adult amateur soccer game looks
14 like, if each team had 500,000 people on it.
15 So, adding those back in will
16 encourage, it's speaking of an instructional gap,
17 a level that would be very helpful where you get
18 the problems on the field, much less than off the
19 field with parents and coaches, and it just fills
20 in a gap between the Youth Soccer and getting
21 into the professional level where you actually
22 have professional security rather than security
23 being self-provided.
24 Brian Hall's helpful hint in doing
25 those games was always to make sure when you get

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1 out of your car, you go to someone else's car and
2 put your foot delete on the bumper to tie your
3 shoes. It would help you get out a lot quicker.
4 That's pretty much where we are in
5 referee stuff.
6 A personal observation. One of the
7 reasons why Landon scored that goal was that he
8 didn't quit running. He ran the length of the
9 field without the ball. And if he had known he
10 was carrying the weight of a nation on his
11 shoulders, I don't know, Landon probably would
12 have run just as fast, because he's got a lot of
13 energy.
14 We ran down the field, and they took
15 the ball away from us and gave it to somebody
16 else, but I will give you my personal commitment,
17 and I can assure you from the lively discussions
18 we had on other subjects yesterday, I can speak
19 for my friends on the Board, we didn't get what
20 we wanted. We're going to run faster. We will,
21 we will get this platform under us.
22 It would have been nice to have the
23 World Cup. We're not going to quit running.
24 Thanks.
25 PRESIDENT GULATI: Thanks, Mike.

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1 The other reports you have in your
2 book. We won't need any verbal reports on those.
3 The next order of business on here is
4 the election of independent directors.
5 As you know, we have three
6 independent directors. They currently are Donna
7 Shalala, Fabian Nunez and Carlos Cordeiro.
8 I said yesterday at the Board
9 meeting, and I want to say it again today, it's
10 one of the best decisions this council has made
11 in adding outside directors. The contributions
12 of the three of these folks, who were our first
13 three, have really been extraordinary in
14 different ways, which is exactly what we wanted.
15 People that had a broad set of experiences,
16 contacts around the world, frankly, and they've
17 all just been terrific.
18 Having said that, two of them are up
19 for reelection. We can also take any nominations
20 from the floor, but the Board has fully endorsed
21 reappointing Fabian Nunez and Carlos Cordeiro as
22 two of our independent contractors. If there are
23 any other nominations, happy to hear them.
24 Seeing and hearing none, I would like to have
25 Fabian and Carlos reelected to the USSF. Board

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1 of Directors by unanimous consent.
2 (Applause.)
3 PRESIDENT GULATI: Welcome back.
4 Thank you.
5 We don't have any Foundation board
6 member elections. That was listed in the book
7 inaccurately; however yesterday the Board of
8 Directors reappointed -- there are some appointed
9 slots and some elected slots -- the U.S. Soccer
10 Board yesterday appointed two directors to the
11 Foundation Board, reappointed Don Garber, and
12 Mr. Cordeiro came off the Board, and Dr. Shalala
13 will join the U.S. Soccer Foundation Board, so
14 congratulations there. Thank you.
15 (Applause.)
16 PRESIDENT GULATI: On to new business
17 in your book. The first order of new business is
18 the proposed budget for fiscal year 2012.
19 Mr. Eldridge, our budget committee chairman, if
20 you would come forward, please.
21 You have had the budget. It's
22 obviously voluminous, and David, as has been the
23 case for many years, has done a great job along
24 with his committee and staff in putting together
25 the budget.

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1 Before Dave gets here, I will just
2 add that the instruction that we sent to the
3 budget committee and to staff, in preparation of
4 this budget is to be a little bit less
5 conservative. And simply, what I mean by that is
6 obviously we have all run budgets and can do
7 baseline and conservative and aggressive
8 scenarios. This one will be much closer to
9 baseline than conservative in its estimates.
10 The specific direction is that if we
11 are running a big surplus and hadn't planned on
12 it, a couple of three months into the year,
13 that's not a good thing. Running surpluses is
14 fine if we make that decision, but if we're
15 planning on a deficit and are far ahead of our
16 the budget early, it's not because it's
17 unexpected, because if the unexpected happens
18 every year, then it's no longer unexpected. So
19 that's what you've got is a much more
20 conservative -- much less conservative budget, I
21 think.
22 With that, David, it's all yours.
23 MR. ELDRIDGE: Thank you, Sunil.
24 I love him, but we all obviously
25 sometimes have different opinions. Our

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1 committee's job I believe, is to present a budget
2 to you that we feel is realistic. We have been
3 conservative. We have been conservative on a
4 number of items, especially revenue, from major
5 events. We hit some home runs. That's a good
6 thing.
7 I think this year's budget is a good
8 reflection of a compromise between what was
9 proposed and what our committee eventually
10 decided to approve.
11 And so with that in mind, I would ask
12 for someone to make a motion to approve the
13 budget. I can't do that.
14 UNIDENTIFIED SPEAKER: So move.
15 UNIDENTIFIED SPEAKER: Second.
16 MR. ELDRIDGE: Okay. We have a
17 motion to approve and to second. Any questions?
18 Are you awake? Call for the
19 question. Everybody in favor of the budget say
20 aye? Opposed? Thank you.
21 (Motion passed.)
22 (Mr. Eldrige thanked his committee members
23 consisting of: Steve Meisberger, Jurgen Sommer, Walt
24 Konopka and Roy Smithers.)
25 PRESIDENT GULATI: Thanks David.

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1 (Applause.)
2 PRESIDENT GULATI: The ayes have it,
3 I'm told.
4 I also just got a note that somehow I
5 managed to miss the approval of the minutes.
6 You have had the minutes of the AGM
7 and I guess we should approve those formally -- a
8 little bit out of order. Any -- you need a
9 motion to approve the minutes.
10 MR. ROSE: So move.
11 PRESIDENT GULATI: Thank you.
12 Any objection to approving the
13 minutes? Do it by unanimous consent.
14 Thank you.
15 We are then on to membership
16 application of the North American Soccer League,
17 item X B, in your books, and what we would like
18 to ask here, and I'm sure some of the councils
19 discussed this in the afternoon. The NASL had a
20 provisional membership which was rescinded some
21 time ago, about a month ago. Since then, they
22 have worked hard in getting some of the concerns
23 the Board had back in line.
24 There's still some other things that
25 we would like them to do in the future. So, what

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1 we would like to do is just continue the
2 provisional membership for 2011. We reinstated
3 that yesterday, obviously, with a council
4 meeting. We don't need to quite do it that way.
5 We're not presenting them for full membership,
6 which we would normally do, but they will play
7 this year, and they have been given provisional
8 membership, and we hope that a few of the other
9 issues can get resolved in the coming weeks and
10 months.
11 So with that, what we would really
12 like to do is just have Larry and the
13 parliamentarian have a side conversation on this
14 if there's a constitutional or Supreme
15 Court-level decision that may reverse what I'm
16 saying. Mr. Monaco.
17 MR. MONACO: Sunil, Larry Monaco.
18 Calling your attention to Section 2
19 of Bylaw 211. And rather than say point of
20 order, I will say point of information, and we'll
21 proceed from there.
22 I'm not quite sure if I read Section
23 2 correctly, and I may not -- they had
24 provisional membership canceled once or twice by
25 the Board. And then I take it that the Board --

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1 and you were in executive session, so I don't
2 know -- I'm assuming the Board then decided to
3 grant them provisional membership yesterday?
4 UNIDENTIFIED SPEAKER: This morning.
5 PRESIDENT GULATI: Effective
6 tomorrow. That's why we're discussing it here.
7 So the idea was not --
8 MR. MONACO: There is nothing for us
9 to do today, because by definition under Section
10 2, they are terminated.
11 So, effective tomorrow, you are
12 granting them new provisional membership which
13 will take place for the following 2011, 2012?
14 PRESIDENT GULATI: That's correct.
15 MR. MONACO: Is that correct?
16 PRESIDENT GULATI: The point here,
17 Larry, was to make sure no one thought that we
18 were scheduling a meeting to skirt our own rules,
19 and that's why we were really saying that's what
20 we're doing here.
21 Okay. Being upfront as Bob is
22 saying, exactly, so I don't think we need a
23 formal action here. But do we have any objection
24 to what we just outlined, I think? Any
25 objections to that? Okay.

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1 Thank you.
2 You have got item X.C., Indiana
3 Soccer Membership Category Change. Who is
4 addressing this? It was approved by the Board
5 yesterday. You have got it in your book. We
6 need a motion to accept it.
7 MS. GILL: So move.
8 PRESIDENT GULATI: So moved. Any
9 objections? Comments? Okay. We will accept
10 this by unanimous consent, thank you.
11 Proposed amendments to the Federation
12 bylaws. Back page of the agenda book. Bylaw
13 213, proposed by Mr. Hamilton. Passed by the
14 Board yesterday, unanimously. Mr. Flamhaft.
15 We've got two people here. Why don't
16 we let the maker of the motion. Jim.
17 MR. HAMILTON: I would like to amend
18 the proposal as requested by the Rules Committee
19 with one exception. That I would not change the
20 60 days to 90 days, as the first suggestion, but
21 I would amend my proposal with their second
22 suggestion.
23 PRESIDENT GULATI: I'm sorry. This
24 wasn't approved by the Board yesterday. We
25 didn't address this issue.

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1 So why don't you restate that, Jim,
2 because I don't think it came through loudly
3 enough.
4 MR. HAMILTON: All right. In the
5 meeting book, the rules committee in their review
6 of this proposed amendment made two suggestions
7 that the amendment be changed -- made three
8 suggestions, I should say, that the amendment be
9 changed in three ways. One of them was that the
10 60 days the Board has to appoint a panel be
11 expanded to 90 days.
12 The other one was that they add in
13 language that the Board has, within 45 days of
14 receiving the recommendation of the hearing
15 panel, be changed to either at its next meeting
16 or not more than 90 days after receiving the
17 recommendation of the hearing panel.
18 And the third change was to add
19 language that would allow a waiver of the hearing
20 procedures, if both parties agreed.
21 The last two recommendations, which
22 would require the Board to render its decision
23 either at its next meeting or not more than 90
24 days after receiving the recommendation of the
25 hearing panel, I think, is a good suggestion.

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1 The final one allowing the parties to waive the
2 hearing procedure if they both agree is a good
3 suggestion, but I don't -- I don't believe that
4 expanding the time the Board has to appoint the
5 panel from 90 to 60 days, from 60 to 90 days is a
6 good suggestion. So I would accept the second
7 two recommendations but not the first.
8 PRESIDENT GULATI: Okay.
9 MR. MALAMUT: The final
10 recommendation should be subsection 2.
11 MR. HAMILTON: That's fine, however
12 they want to codify it.
13 PRESIDENT GULATI: SO let me
14 understand the two friendly proposals, the
15 proposals from the Rules Committee.
16 Mr. Hamilton, in a friendly basis, wanted to
17 accept the last two. We will come back and do
18 the Roberts Rules way of doing this in just a
19 minute. I want to have Mr. Flamhaft speak and
20 we'll get it right.
21 MR. FLAMHAFT: What I would like to
22 do is make what I hope is a friendly amendment.
23 Under 4 B, I would ask that the hearing panel may
24 be composed of persons other than members of the
25 Board of Directors. My suggestion is that it be

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1 open to the membership.
2 PRESIDENT GULATI: Okay.
3 MR. HAMILTON: No, I think it should
4 be left to the discretion of the president and
5 the Board. The composition of the panel should
6 be.
7 PRESIDENT GULATI: Okay. So let's do
8 this in order, then. The friendly two changes we
9 can do simply, if Jim is willing to accept it.
10 So the proposal with Mr. Hamilton's friendly
11 acceptance or the friendly amendment.
12 Now, we have an amendment -- Steve,
13 you are making that an amendment. You want to
14 move that as an amendment?
15 DR. CONTIGUGLIA: Motion as accepted.
16 PRESIDENT GULATI: That's why I'm
17 asking; if you would like to do that.
18 MR. FLAMHAFT: Yes.
19 PRESIDENT GULATI: So we need a
20 motion on Mr. Hamilton's proposal.
21 MR. EDWARDS: So move.
22 PRESIDENT GULATI: So moved. Okay.
23 Now, you want to offer an amendment to that?
24 MR. FLAMHAFT: May I?
25 PRESIDENT GULATI: Yes, you may.

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1 MR. FLAMHAFT: That amendment would
2 be that the hearing panel --
3 PRESIDENT GULATI: Mic, please, mis.
4 MR. FLAMHAFT: That the hearing panel
5 be, may be composed of persons other than members
6 of the Board of Directors.
7 PRESIDENT GULATI: Okay. Do we have
8 a second to that?
9 UNIDENTIFIED SPEAKER: Second.
10 MR. MONACO: Second.
11 PRESIDENT GULATI: Mr. Monaco. Okay.
12 Any discussion on the amendment? You heard
13 Mr. Hamilton's comments which were pre having the
14 amendment on the floor. Any comments? So we
15 need a vote on the amendments. So the amendment
16 would add not -- would change the subsection
17 involving composition of the panel. So put that
18 on the Board. We will go to the electronics
19 here. We got a yes or no. This is just on the
20 amendment.
21 MR. MALAMUT: The amendment
22 recommended by --
23 PRESIDENT GULATI: No, Mr. Hamilton
24 has spoken against the amendment. Let's open up
25 the ballots. So this only needs 50 percent to

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1 pass. It fails, 52 to 48, as you can see.
2 So we're back to the main proposal as
3 friendly, with the friendly changes from
4 Mr. Hamilton. Any comments on that? Mr. Monaco.
5 MR. MONACO: No.
6 PRESIDENT GULATI: Any comments on
7 that? So we will take that to a vote. So on the
8 proposal itself, which requires a two-thirds
9 majority --
10 MR. MONACO: Mr. President, I'm
11 sorry, I wanted to offer another amendment.
12 PRESIDENT GULATI: You want to offer
13 -- Okay.
14 MR. MONACO: I do agree with the
15 Rules Committee's recommendation, Number 1, so,
16 on Section 4 B, strike 60, and substitute 90.
17 PRESIDENT GULATI: Okay. So we
18 follow this, Mr. Hamilton's accepted the two of
19 the recommendations from the Rules Committee on a
20 friendly basis. Mr. Monaco is moving that he
21 accept the third, not that he accept the third,
22 that we accept the third on a less-than-friendly
23 basis.
24 Okay. So fair enough. Do we have a
25 second to that?

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1 UNIDENTIFIED SPEAKER: Second.
2 PRESIDENT GULATI: Seconded. Any
3 comments on that? We'll have a vote on that.
4 Yes or no.
5 And so this is on the first of the
6 three recommendations from the Rules Committee.
7 Let's open up the balloting. This is on the
8 amendment only.
9 Are we ready to roll?
10 MR. KEPNER: Five, four, three, two,
11 one. Stop.
12 PRESIDENT GULATI: So, that amendment
13 passes -- no, I'm sorry. Simple majority. So
14 that passes, yes, thank you.
15 So, what's on the table now is the
16 original proposal by Mr. Hamilton with all three
17 of the recommendations of the Rules Committee
18 inserted effectively.
19 Okay. And this would need
20 two-thirds. Any other comments on that motion
21 now, as amended? All right. So we'll open that
22 up to a vote.
23 PRESIDENT GULATI: Yes, it's approval
24 with the amendments.
25 Go ahead and open it up.

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1 MR. KEPNER: Start. Four, three,
2 two, one. Voting ends.
3 PRESIDENT GULATI: Okay. Thank you.
4 It's accepted and approved. Thank you.
5 All right. Next is Bylaw 302.
6 Mr. Groff, would you like to speak to that or do
7 we have someone move that first?
8 UNIDENTIFIED SPEAKER: So move.
9 PRESIDENT GULATI: Thank you.
10 Mr. Groff, would you like to speak to it, or are
11 there any questions, comments or anything else on
12 it.
13 MR. GROFF: Yes, I would like to
14 speak to it. As the initial mover, I accept the
15 recommendation of the Rules Committee, and the
16 fifth word will be changed from "may" to "shall."
17 PRESIDENT GULATI: So section, Bylaw
18 302, section 2 A .2, line 6, "may" would be
19 changed to "shall." Mr. Groff is accepting that.
20 Any other questions, comments on
21 that?
22 Do we need the keypads. Let's do
23 this one in a voice. All in favor? Any opposed?
24 That's passed. Thank you.
25 Bylaw 412. So this one is the

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1 composition of the groups, the at-large council
2 that vote on one Board seat. I think it's -- I
3 won't say, I think it's completely clear, but I
4 will say that my efforts to try to explain it
5 would be not helpful. The Board has approved it
6 unanimously, recommended, obviously, approved it
7 for approval here.
8 Anyone want to comment on this from
9 the Board? It essentially assigns a partially
10 weighted structure to the selection of that seat
11 in a nutshell, and now size does not matter in
12 the selection of that seat. This doesn't go all
13 the way there, and weights the voting for that
14 one seat on a per-player basis, but it gives some
15 credence to size. And it's a, frankly, it's a
16 Connecticut compromise at trying to look out at
17 minority interests and some effect of having
18 large numbers of players and members.
19 Okay.
20 We need a motion to approve that.
21 DR. CONTIGUGLIA: So move.
22 PRESIDENT GULATI: So moved. Any
23 comments? Okay. The Board has unanimously
24 recommended this approval. We do this by a voice
25 vote. All in favor. Any opposed?

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1 We will do this with ballots, just
2 because I don't know if the people that are
3 saying "no" have super-juiced-up keypads, so we
4 will do this one by electronic.
5 MR. KEPNER: Begin voting. Five,
6 four, three, two, one. Stop.
7 PRESIDENT GULATI: Okay. That
8 passes. Thank you.
9 Bylaw 801, Louisiana Soccer
10 Association, essentially adds life members to the
11 group that could propose bylaw amendments.
12 Mr. DesBordes, would you like to address that?
13 MR. des BORDES: Yes, sir.
14 The person who drew this up, somewhat
15 amazes, morally screwed up and left out past
16 presidents, because as you can see from the
17 rationale of this and from the Rules Committee
18 reports that this was to include all voting
19 members, give all voting members a right to make
20 amendments to policies and procedures, and,
21 therefore, what this does, while it includes the
22 life members, it still leaves out the past
23 presidents.
24 So I would ask the parliamentarian,
25 if it is proper at this time to include or to

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1 make an amendment to this to add in past
2 presidents, so that we're all-inclusive?
3 PRESIDENT GULATI: Well, I guess if
4 we've got Louisiana here. Do you want to accept
5 that as -- I think, at this time, it affects one
6 person, since the other past president is in both
7 categories, so he would be covered. Bob?
8 MR. ABBOTT: Louisiana would accept
9 the amendment.
10 PRESIDENT GULATI: Okay. So we would
11 add in addition to life members, past presidents,
12 alternatively we would add Dr. Contiguglia by
13 name, I suppose, but I think for now we'll go
14 with Bob's, acceptance? Any objections to that?
15 Okay. We need a motion to adopt.
16 MR. EDWARDS: So move to adopt.
17 PRESIDENT GULATI: Second?
18 MS. SHALALA: Second.
19 PRESIDENT GULATI: Seconded. Anyone
20 opposed? Nonvoice vote. Unanimous consent.
21 Thank you.
22 On to Board policies, Federation
23 policies, adopted since the last AGM.
24 The first one of these is the
25 coaching policy.

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1 MR. EDWARDS: Move adoption of the
2 coaching policy.
3 PRESIDENT GULATI: We have a move to
4 adopt that from Dr. Edwards.
5 MR. BORRONI: Second.
6 PRESIDENT GULATI: Seconded,
7 Mr. Borroni. Thank you.
8 Comments? Unanimous consent? Any
9 objection?
10 Okay. Thank you.
11 (Motion passed.)
12 PRESIDENT GULATI: And then on to
13 policy 214-2, which is the proposal from USYS.
14 Mr. Sutter, would you like to do this?
15 MR. SUTTER: Yes, Sunil. John
16 Sutter, U.S. Youth Soccer. As we've heard this
17 morning, the Federation has and intends to invest
18 substantial resources into the development of our
19 game.
20 U.S. Youth Soccer put forth this
21 proposal, so that all of the Federation
22 association members would recognize and capture
23 the amount of monies that they could then
24 likewise invest back into programs, and player
25 development and other development at a more local

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1 level.
2 But it appears that a majority of our
3 peers don't think that this is the right method
4 to use at this time.
5 So we will be withdrawing this
6 proposal, but we will continue to work with you,
7 and the other members to address this issue and
8 realize those goals.
9 PRESIDENT GULATI: Okay. That one is
10 withdrawn.
11 Thank you, John.
12 We're then on to policy 214-2.
13 Mr. Groff has made this proposal. Richard, do
14 you want to speak to this? We have to have a
15 motion to adopt.
16 MR. EDWARDS: So move.
17 PRESIDENT GULATI: Thank you.
18 Richard.
19 MR. GROFF: I think the policy is
20 self-evident, and it's been approved by the Board
21 of Directors.
22 PRESIDENT GULATI: This one has been
23 approved unanimously by the Board. Any comments?
24 Concerns? Objections? Unanimously approved.
25 Thank you.

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1 We are then through the business of
2 the meeting. I'm not sure if we won the
3 over/under. If we are on the over, credentials
4 committee chairman is sitting there.
5 Good of the Game.
6 Comments for the Good of the Game.
7 You need to -- the mics are gated so if you don't
8 speak loud enough, they won't pick up. They're
9 all live. Bob.
10 MR. ABBOTT: Bob Abbott, Louisiana
11 Soccer. Are we going to get a financial report
12 from the bid committee or bid entity that bid for
13 the World Cup?
14 PRESIDENT GULATI: Sure. The level
15 of detail on that, and we're willing to share,
16 probably, on a more private basis -- and I don't
17 mean with just you, we don't want that on the
18 international side, frankly, not because there's
19 anything in it -- but actually, I'm not sure if
20 we have any issues with that now, it was a
21 competitive issue before. But in ballpark terms,
22 Bob, three points I can give you is the Board had
23 approved up to $10 million dollars. We spent
24 ballparkish 8. I don't know if the final numbers
25 would be 8.1, or 7.9, so we spent 8, and we

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1 raised roughly four; Dan?
2 MR. FLYNN: Something like that.
3 PRESIDENT GULATI: And the other four
4 million, the shortfall, so to speak has now been
5 charged to the Federation budget, which shows up
6 on this current set of financials, but we can get
7 you more details on that. So budget of 10, net
8 expenditure four.
9 MR. ABBOTT: I would just appreciate it as
10 a state association that contributed on a per player
11 basis, we stepped up when you asked for the per
12 player, and --
13 PRESIDENT GULATI: We'll get you
14 that.
15 MR. ABBOTT: -- and didn't get quite
16 the same result when we asked the same thing, but
17 I would like to see the financial report.
18 PRESIDENT GULATI: That's fine, Bob.
19 Dan will follow up with you. That's fine.
20 Mr. Flamhaft.
21 MR. FLAMHAFT: This comment is not
22 said with thoughts indicating any poor loser
23 syndrome.
24 Recently, the reputation of FIFA has
25 been, I think, badly damaged as a result of both

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1 ethical and moral violations in connection with
2 the bidding process. Because, Sunil, you acted
3 with the appropriate grace and dignity, I would
4 ask that USSF take the lead or be a part of a
5 reform movement to make changes to repair the
6 damage and return FIFA's image as a reputable
7 organization.
8 PRESIDENT GULATI: Okay.
9 Mr. Collins.
10 MR. COLLINS: Earlier today, Sunil
11 thanked the members of the committee, but he
12 omitted one. We should thank Sunil for what he
13 did. He did an amazing job. I saw him on at
14 least three continents. Thanks, Sunil.
15 PRESIDENT GULATI: Thanks, John.
16 (Applause.)
17 PRESIDENT GULATI: Thank you. Any
18 other comments for Good of the Game?
19 Rocco.
20 MR. AMOROSO: Rocco Amoroso,
21 Sportsman Chairman, Eastern New York Soccer.
22 In life, coach, most of us will not
23 score the winning goal in a World Cup game nor
24 hear the trumpets of glory in winning that World
25 Cup. But, coach, for the Good of the Game, may I

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1 always strive to be a good sport in this
2 beautiful game of soccer.
3 I don't ask for any specific
4 positions to play. Please put me anywhere you
5 need me. I will always strive to give you 100
6 percent of everything I have.
7 If all the hard tackles seem to come
8 my way, I will consider it a compliment. May I
9 accept the bad breaks as part of the game. May I
10 always play on the square, no matter what others
11 do. I will study the book so I will know the
12 rules.
13 If the national turn of events goes
14 against me and I am benched because of old age
15 and for other circumstances, I will accept that
16 as part of the game too. May I never whimper
17 that I was framed and I got a raw deal.
18 And when I play my final game, coach,
19 I ask for no laurels. All I want to believe in
20 my heart for the Good of the Game, I played as
21 well as I could, to be a good sport on the field
22 and not let you down. Finally, coach, for the
23 game of life, may I always set the good example
24 of fair play on and off the field.
25 Thank you for listening, and God

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1 bless you-all.
2 (Applause.)
3 PRESIDENT GULATI: Thank you. Larry.
4 MR. MONACO: Mr. President, Larry
5 Monaco.
6 Earlier in this meeting, we had a
7 moment of silence for those who have passed away,
8 and it's probably a little unfair to pick out one
9 person in particular; however, one life member
10 passed away, Mavis Derflinger.
11 Mavis was a long, long-time personal
12 friend. She also got heavily involved in soccer
13 beginning in the early 1960s, male and female,
14 but obviously the promotion of the female
15 program. She did great things in Virginia, and
16 nationally for soccer, across the country, and
17 for female soccer in particular.
18 So just to say again with great
19 regrets that Mavis has passed on.
20 PRESIDENT GULATI: Thanks Larry.
21 Any other comments?
22 MR. SUTTER: Sunil.
23 PRESIDENT GULATI: John Sutter.
24 MR. SUTTER: John Sutter. I just
25 also want to make a comment and that is that when

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1 you asked everyone to stand who had been at their
2 25th AGM, there is an individual who would have
3 been standing with us, Bob Black, from North
4 Texas Soccer. He's not able to be here, and I
5 know it weighed heavily on him that that string
6 was broken, because he wanted to see all of his
7 friends. But he wanted me to communicate that he
8 is doing very well. He is working very hard on
9 the road to recovery, and it is my fervent hope,
10 maybe you can give him a one-year dispensation,
11 and next year, he can stand and count it as his
12 25th. Thank you.
13 (Applause.)
14 PRESIDENT GULATI: He's got the
15 dispensation. Thanks, John.
16 MR. EDWARDS: I move Mr. Black be
17 granted honorary attendee status.
18 PRESIDENT GULATI: Mr. Garber.
19 MR. GARBER: Thank you, Sunil. And I
20 know there's been so much said and read and
21 written about our World Cup experience, and, you
22 know, it's obviously better for all of us to have
23 won rather than lost, but I think in our sport,
24 and I think, in sports, generally, in our
25 country, and the way we live our lives and in our

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1 culture, winning at all costs isn't acceptable.
2 From a sports perspective, it's how
3 we play. It's the health of our athletes. It's
4 obviously not good enough to have athletes do
5 things to themselves that give them a competitive
6 advantage. It's not something that we permit.
7 The integrity of our committee matters, and how
8 we behave as business people matters. We are
9 fortunate to have laws in our country that
10 dictate how we behave, and it's unfortunate to be
11 engaged in a global competition where other
12 countries and other cultures don't have to live
13 by the same rules that we do.
14 I will say that Sunil and Carlos and
15 the bid committee and certainly the time that
16 President Clinton the spent with us, there was a
17 lot of pressure to bend those rules. And I think
18 that there was a sense, even from those that were
19 influential in the voting process, that had Sunil
20 made decisions that, perhaps, would have made us
21 more competitive, that we might have had a better
22 chance.
23 And I have to say on behalf of the
24 bid committee and on behalf of all of us that are
25 engaged in the game, I would have rather to have

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1 lost the way we did than to have won the way we
2 would have had to have win. And I was really
3 proud to be an American and be proud to be living
4 in a culture where what you do matters and the
5 end game isn't the only game, that's how you get
6 there, and that's what I think was -- really
7 defies us and defies our campaign.
8 When Sunil showed that video, I was
9 actually shocked that was the first thing he had
10 shown. I had not seen it yet. I can remember
11 sitting there in that audience and expecting that
12 envelope coming out and saying the USA. When
13 they said Qatar, my heart sunk.
14 But as we got through the
15 disappointment of the day and knowing that we did
16 everything that we could, that we had great
17 leadership with Sunil and Carlos, who devoted
18 their lives to this effort, we had the great
19 support of everybody in the U.S. Soccer family,
20 including the financial support, we didn't lose
21 because of anything we did wrong. Frankly, I
22 think we lost because of things that we did
23 right.
24 And I will say -- and I say this to
25 everybody involved in our sport -- that we can't

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1 let this define us. That we've got to move on.
2 What has to define us is our collective love of
3 this game and our desire to have better players
4 and to have more of a soccer nation and to give a
5 pitch on behalf of all the athletes and all the
6 pro games to have more fans. Because that was
7 one of the things that we really were criticized
8 as we were going around the world, they know that
9 we love the game and that we can play it at a
10 national team level and we've got lots of kids
11 play, but they question whether people are really
12 fans of the game.
13 If there's anything that I learned,
14 our renewed efforts as the league are going to be
15 very, very focused on trying to have all of us
16 that love this game, love it passionately, not
17 just as a player, but somebody that really wants
18 to participate and be a fan of the game.
19 So, lastly, Sunil, from the bottom of
20 my heart and from all the people that know you
21 for so many years, you did an unbelievable job,
22 and nothing that you or anybody else on the Board
23 did was why we lost. And in many ways, it's a
24 lesson for us learned to be proud to live by
25 rules and laws that govern righteousness, so with

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1 that thank you.
2 PRESIDENT GULATI: Thanks, Don.
3 (Applause.)
4 PRESIDENT GULATI: Thank you.
5 Peter.
6 MR. PINORI: I just wanted to end a
7 meeting on the high note. We all, disappointed
8 of course, for the World Cup. Most of us feel
9 very strongly, and we did it with our pockets.
10 But I know, as, Mr. Garber said, what was done,
11 by you, Sunil, and everybody else made us all
12 proud.
13 But I wanted to end on a high note.
14 I wanted to say thank you for the great cocktail
15 hour yesterday. I know there was a little bit
16 tough getting the money from Dan. And also, I
17 wanted to say that we enjoyed the show last
18 night, especially, Sal, right close to his Staten
19 Island home, so thank you for that. And I
20 appreciate it. I'm sure all of us do. Bye-bye.
21 (Applause.)
22 PRESIDENT GULATI: So, that's -- we
23 got that out of him before he and Arnold took
24 President Clinton and I out in that contest.
25 Imagine how good it will be next year.

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1 Any other thoughts, comments?
2 MR. Des BORDES: Move to adjourn.
3 PRESIDENT GULATI: One more.
4 MR. KEPNER: I have one.
5 PRESIDENT GULATI: Mr. Kepner.
6 MR. KEPNER: And I'm speaking not in
7 the position of credentials, but instead as a
8 relatively newly elected president of the North
9 Carolina Adult Soccer Association and that is,
10 there was a thought came to me, when I just heard
11 the comments by Don about one of the items that
12 was of a concern to FIFA, and representatives and
13 so on, was the fan base, so to speak.
14 And I don't know what the measuring
15 standard is. But one element of our fan base
16 that, if it's possible, if it's not already
17 included, I would strongly encourage us to
18 determine what that is and to communicate it.
19 And that is, is that a lot of fans are out there
20 watching soccer but it's not just the program and
21 the college game and the high school game. It's
22 the youth game, the amateur games, and that's the
23 total fan base.
24 And again, I don't know that those
25 other elements are counted, but I would encourage

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1 that if they are not, that we do some things to
2 find out literally, within our own soccer
3 population, what they are and communicate them.
4 PRESIDENT GULATI: Thanks, Bob.
5 Last couple of comments. And then it
6 looks like we'll be ready to adjourn, but we want
7 to show you a video in just a second. But two
8 last thoughts from me.
9 Post December 2, there's been a
10 little more time than I had planned on, and I
11 have had a chance to, in some ways, go back to
12 roots.
13 I went to a couple of functions in
14 New York, Eastern New York, at the state
15 association level, their Hall of Fame banquet,
16 and later on Peter's league.
17 Not generally the sorts of events, in
18 terms of time, that I have been able to attend,
19 that I had a great time at. And it greatly
20 reminded me of, you know, all of the work people
21 do at grassroots, and watching the inductees at
22 the Hall of Fame, or the people that Peter
23 thanked, referee instructors or people doing
24 scheduling of games. Those are extraordinarily
25 important parts of it.

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1 I spend most of my time watching
2 Landon or one of our women's national team
3 players or working with Donna on a TV situation,
4 but extraordinarily important.
5 And then a couple weeks later, which
6 was just two weeks ago, I went out to New Jersey,
7 and we had one of these market training centers
8 which we're trying to get right, but they're kind
9 of show up, if we've identified you, or if you
10 think you might be the next Messi or Maradona or
11 whatever, and this was on a Saturday night at 8
12 or 9:00 in an armory in New Jersey, an hour to
13 get there in the snow.
14 Nobody had any tags on when I went
15 out there, in the sense that I didn't know if
16 anybody was Club Soccer or USYS. I knew a couple
17 of our staff coaches, players, it didn't matter
18 where they were from. I'm sure some were from
19 the Red Bulls. I know some were from the Red
20 Bulls. Some were unaffiliated. Some were I'm
21 sure AYSO or USYS, just playing soccer on a
22 Saturday night. Elite players in this case.
23 But I also thought about, this was in
24 New Jersey, and it was a New York area market
25 training center on a Saturday night at 8:00 in

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1 the armory in the snow, it had taken me an hour
2 in a car to get there, what the likelihood of a
3 talented 13- or 14-year-old from Queens or
4 Brooklyn would have been to get there, if he
5 didn't play for Albertson's or the Red Bulls.
6 Not that high. Not that high.
7 So we still got a lot to do. But
8 those first two events reminded me of how much we
9 already do and how much it means to all of you.
10 So I want to again thank you for that.
11 I want to show you a little video,
12 which I think helps in showing our appreciation
13 for what we all do at all levels of the game, and
14 after that, I will accept Mr. desBordes' motion
15 to adjourn. But a little video. The Fricker
16 dinner tonight, please. Unless you are flying
17 home tonight, come. It's a great event. We're
18 honoring one of our all-time greats, and a very,
19 very, dear friend, Kevin Payne. Bob Bradley will
20 be there tonight. He will speak, so please come
21 on to that dinner. Let's go to the video for the
22 Good of the Game, video.
23 (Video clip shown.)
24 (Applause.)
25 PRESIDENT GULATI: We will probably

1 honor, I'm sure, in many ways, over the coming
2 months and years one of the goals there, Kristine
3 Lilly scored. Kristine has --
4 (Applause.)
5 PRESIDENT GULATI: -- that's a great
6 sign that that many people -- you don't have to
7 explain what she's done because you know what
8 she's done in the game. She's retired this year
9 with more caps, and not even close, and certainly
10 not even close to anybody other than a few
11 American players with more caps, over 350,
12 playing for the U.S. national team.
13 (Applause.)
14 PRESIDENT GULATI: Starting when she
15 was 15, international team, and would have been
16 six world cups, I guess, if she had gone this
17 summer, but she chose to get on with the rest of
18 her life. So when she said it was family, none
19 of us could even possibly think that we should
20 try to talk her out of it. Thanks, Kristine.
21 It's Miami next year. We need the
22 life members up here for a minute afterwards.
23 Thanks for coming. The meeting is adjourned.
24 (Applause.)
25 (Adjourned at 11:20 p.m.)

1 REPORTER'S CERTIFICATE
2
3 I, DEBRA K. RESLING, RMR, and Certified Realtime
4 Reporter appointed to take the meetings of the U.S.
5 Soccer Federation, do certify that the within
6 proceedings of the AGM National Council Meeting were
7 taken by me stenographically in Las Vegas, Nevada, on
8 February 12, 2011, then reduced to typewritten form
9 consisting of 107 pages herein; that the foregoing is a
10 true transcript of the proceedings had.
11
12
13 In witness hereof I have hereunto set my hand this
14 28th day of February, 2011.
15
16 _____
Debra K. Resling, CSR, CRR, RMR
17 Registered Merit Reporter
and Notary Public.
18 4 Cheyenne Blvd.,
Colorado Springs, CO 80905
19
My commission expires February 28, 2013
20
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