

MINUTES
UNITED STATES SOCCER FEDERATION, INC.
BOARD OF DIRECTORS MEETING
MAY 20, 2000
ADAMS MARK HOTEL
DENVER, COLORADO
8:30 A.M. MOUNTAIN DAYLIGHT TIME

PRESENT: Dr. S. Robert Contiguglia, John Motta, Alan Rothenberg, David Askinas, Marypat Bell, Chris Cristoffersen, Amanda Cromwell, Mike Edwards, Terry Fisher, Werner Fricker, Sr., Don Garber, Sunil Gulati, Burton Haimes, Mary Harvey, Virgil Lewis, Marge Madriago, Marty Mankamyer, Francisco Marcos, Brooks McCormick, Larry Monaco, Jr., Bob Palmeiro, Alex Para, Cam Rast, Charles Robinson, Darl Rose, Bruno Trapikas, Wally Watson, Peter Wilt.

VIA PHONE: David Burton, Brandi Chastain, Thomas Dooley, John Doyle, John Harkes, April Heinrichs, Kevin Payne, Jim Sheldon.

APOLOGIES: Bill Goaziou, Bob Gansler, Jonathon Kraft, Vinnie Mauro, David Messersmith, Wally Watson

IN ATTENDANCE: Hank Steinbrecher, Bill Sage, John Collins, Tom King, Julie Ilacqua, Rich Matthys, Sandy Baldwin, Jim Hamilton, Dan Flynn, Jay Berhalter, Joe Elsmore, Michael Malamut - Parliamentarian

President Contiguglia called the meeting to order at approximately 8:30 a.m. Hank Steinbrecher called the roll. A quorum was present.

CONFIRMATION OF THE MINUTES

First, the Board reviewed the minutes for the November 20, 1999 meeting that had been previously distributed. The Board unanimously **APPROVED** the minutes as drafted.

The Board reviewed the minutes for the February 12, 2000 meeting that had been previously distributed. The Board unanimously **APPROVED** the minutes as drafted. The Board then approved the agenda for the meeting.

EXECUTIVE SESSION

At this time, the Board went into executive session to discuss the matters concerning the Rhode Island Youth Soccer Association, Vinnie Mauro, and the Eastern New York Grievances. On return to regular session, the Board made the following announcements: The Board **ADOPTED** the hearing panel's recommendations in the Rhode Island Youth Soccer Association matter as drafted by a vote of 24-3. The USYSA and AYSO representatives on the Board did not participate in this matter in accordance with Bylaw 704, Section 3(a). The Board unanimously **ADOPTED** a motion to bring a formal disciplinary action against Vinnie Mauro. The Board adopted a resolution, with one dissenting vote, stating that if Mr. Mauro sent the email and photographs in question, the he should resign from the Board and save the Board and organization a lot of time and expense, traveling and attorneys fees. The Board unanimously **ADOPTED** the hearing panel's recommendations in the Eastern New York grievance matter as drafted. Mr. Trapikas abstained.

TREASURER'S REPORT

Rich Matthys gave the Treasurer's report on behalf of Bill Goaziou and reported that the Federation was in a deficit position of approximately \$111,000 after seven months of the fiscal year. He noted, however, that the Federation's ratio of current assets to current liabilities remains a strong 2:1.

David Eldridge, chairman of the Federation's Budget Committee, then presented the proposed budget for fiscal year 2001 and proposed amendments to the budget for fiscal year 2000. The budget amendments for fiscal year 2000 were due largely to timing issues related to the home and away schedule of World Cup qualifiers for the Men's National Team and lower than anticipated attendance for the Women's National Team games. A **MOTION** to approve the budget amendments for fiscal year 2000 was made and seconded. Discussion ensued. The motion unanimously **PASSED**.

Mr. Eldridge then referred to the proposed budget for fiscal year 2001, a copy of which had been previously submitted to the board. Discussion ensued. The Board **MOVED** for the approval of the 2001 budget as submitted. The motion unanimously **PASSED**.

President Contiguglia then thanked Mr. Eldridge, his committee, and Mr. Matthys for an outstanding job with the budget.

PRESIDENT'S REPORT

President Contiguglia congratulated the U-23/Olympic team for qualifying for Sydney 2000 Olympic Games. Next, he congratulated the Women's National Team on their victories in the Algarve and Nike US Cups.

President Contiguglia also congratulated Mary Harvey for her hard work and leadership in guiding the Athletes' Advisory Council.

President Contiguglia reported that the search for a new Secretary General was progressing well and that the Committee hoped to recommend a new Secretary General within the next 30-60 days.

In closing, President Contiguglia stated that the working relationship between the Federation and the US Soccer Foundation is very positive and thanked Jim Hamilton and Dan Flynn for their hard work.

SECRETARY GENERAL'S REPORT

Hank Steinbrecher delivered the Secretary General's report to the Board. He reported that U.S. Soccer is working with the USOC to make arrangements whereby state associations may be permitted to continue to use term "Olympic Development Program." These negotiations are ongoing.

Mr. Steinbrecher reported that policies and procedures are being worked on for running and financing a National Youth Open Cup.

Alan Rothenberg reported that the continuing collective bargaining negotiations with the Men's and Women's National teams are focused on certain marketing rights which will be identical for both the men and the women. Hopefully, these agreements can be reached within the next few weeks.

Mr. Steinbrecher thanked everyone with his deepest sincerity for the tremendous friendships he had developed over the last ten years, and for allowing him to be a part of this wonderful organization.

NATIONAL TEAMS

Tom King summarized the upcoming schedules for the Women's and Men's National Teams. He then reported on the probable dates for the first phase of CONCACAF Qualifying.

Mr. King reported on the Women's National Team, including its sixth consecutive Nike U.S. Cup Championship. The team has been preparing for the upcoming Pacific Cup tournament in Australia. Mr. King stated that the women would then participate in the inaugural Women's CONCACAF Gold Cup, and a series of preparation games before leaving for Sydney and the Olympics.

Mr. King reported on the success of the U-23 Men's National Team in qualifying for Sydney. The team expects to play two preparation matches before departing for Sydney in September.

ADMINISTRATION

Bill Sage reported that the likely date for the Open Cup Championship game is October 22. He noted that U.S. Soccer was very close to signing an agreement with Fox Television to

broadcast perhaps as many as seven games of the Open Cup and that the two-referee experiment will be used throughout the Open Cup this year.

Mr. Sage then reported on the tentative schedule of events for this year's AGM and stated the AGM for 2001 would likely be in Atlanta in July or August 2001 but that the matter would be presented at the next Board meeting.

ADDITIONAL REPORTS

WOMEN'S PROFESSIONAL LEAGUE COMMITTEE

Burton Haimés and Don Garber reported on the status of the new women's professional league. Mr. Garber reported that MLS and the WUSA have made significant progress in forming a relationship that would be good for women's and men's professional soccer, and more importantly, a relationship that will be good for soccer as a whole. He stated that a press conference has been scheduled for the following week to announce and outline the agreement between the two leagues. Mr. Garber then thanked Mr. Haimés, John Hendricks, Chairman of the WUSA, and President Contiguglia for their cooperative efforts toward establishing this relationship.

TASK FORCE ON COMMITTEES

Charlie Marshall, Chairman of the Task Force on Committees, reported on the preliminary findings of this task force's review of the effectiveness of U.S. Soccer's various committees. Mr. Marshall stated that recommendations for modifications would be made to each committee that was interviewed and that further recommendations would be presented to the Board. He also added that the task force would work toward developing guidelines and criteria for the establishment and formation of future committees.

ATHLETES' SUMMIT

Mary Harvey reported on the Athletes' Summit that took place in Ft. Lauderdale in February. Ms. Harvey stated the three objectives of the summit were to educate the athletes on the role of the Athletes' Advisory Council, on athlete's rights in the USOC, and the role of Project 2010 and Project Gold. Ms. Harvey added that increased education of the athletes as to the issues at hand, would lead to an increase in athlete participation at Board meetings. She then presented the new structure for an Athletes' Council, and the policies for operating this Council.

NATIONAL TRAINING CENTERS AND OLYMPICS

Marty Mankamyer reported on the search for a National Training Center and on the Sydney Olympics. She stated the Training Center bid process is progressing well and a more comprehensive report and recommendation will be presented to the Board at a later date.

UNFINISHED BUSINESS

CONFIRMATION OF NATIONAL COUNCIL TRANSCRIPTS

Prior to the meeting, the Board had received a transcript of the 1999 National Council meeting. The Board **MOVED** that the Board adopt the transcript as draft minutes and publish them for approval by the National Council at its Annual General Meeting in August 2000. The motion unanimously **PASSED**.

NEW BUSINESS ITEMS

BOARD AND COMMITTEE MEMBERS EXPENSE REIMBURSEMENT POLICY

The Board reviewed the Travel Expense Reimbursement Policy included in its materials that had been previously distributed. Sunil Gulati **MOVED** that the Board accept the new policy as drafted. Discussion ensued. Larry Monaco recommended that Board not adopt the new policy and continue the old policy regarding expense reimbursement. The motion was postponed to allow a comparison and reconciliation of the two policies for a future presentation to the Board.

SCHOLARSHIP IN MEMORY OF GENE EDWARDS

Bruno Trapikas reported that the Wisconsin Soccer Association and the Milwaukee Kickers Soccer Club have requested US Soccer to establish a scholarship in the memory of Gene Edwards. President Contiguglia requested that Mr. Trapikas form a small ad hoc committee and make a formal presentation at the next Board meeting.

MEN'S AND WOMEN'S PRO LEAGUE STANDARDS

Burton Haimes presented a proposed policy that would limit the number of All-Star games a professional league member of the Federation can hold to one per year. (A copy of this policy is attached.) Mr. Palmeiro **MOVED** that the policy be adopted as drafted. The motion unanimously **PASSED**.

REFEREE FEES

John Motta reported to the Board that the Referee Committee had unanimously approved a fee increase for referees. Virgil Lewis **MOVED** that the fee increase be adopted as proposed. (A copy of the proposed fee increase is attached.) The motion was unanimously **PASSED**.

Mr. Motta **MOVED** that the Board adopt a policy to require all referee assignors to be registered with the Federation by June 1, 2001, and that the fee for this registration be increased to \$25.00, half of which would be paid by the state association. (A copy of the proposed policy is attached.) Discussion ensued. Mr. Trapikas recommended that the effective date for this policy be changed to September 1, 2001. The motion with the amended effective date was unanimously **PASSED**.

NATIONAL TEAMS YOUTH GAMES CONFLICTS

President Contiguglia requested the Board members to consider the value or appropriateness of enacting a Federation policy that would call for all soccer activities to be blacked out for a specific time period in a market where a National team was to play a game. He suggested that this item be considered at the next Board meeting.

US SOCCER FOUNDATION PRESENTATION

Jim Hamilton and Dan Flynn presented the Board with the Foundation's strategic plan for the next three to five years. Mr. Hamilton explained that the Foundation was looking to increase and extend their reach through their grant process, enhance their proactive programs, and introduce new resource services beyond the value pack that is currently in place.

FOR THE GOOD OF THE GAME

Marge Madriago encouraged all to attend the Regional National Cup Finals, if you are in the area where they are being held.

Brooks McCormick, who attended the Athletes Summit on behalf of the USASA , congratulated Mary Harvey for doing an excellent job.

Francisco Marcos reported that there was a new USL D-3 Professional team in Salt Lake City. They will eventually move into their own stadium, but they currently play in a 45,000 seat stadium that he believes would be a good place for our National Teams to play games. Mr. Marcos then thanked US Soccer for allowing the Hershey Wildcats, one of the best organizations in their league, to host the Olympic Qualifying Tournament. Lastly, Askinas commented on a final issue pertaining to the USL. Mr. Askinas urged that state associations and the USYSA work together with the USL in accepting their proposed Super Y League, and that everyone involved does what is best for the game of soccer.

Virgil Lewis stated that he would look into the concerns expressed by Mr. Marcos and Mr. Askinas. He also informed the Board of their second annual Adidas Youth Soccer Tournament to be held in late May through June 3. Lastly, he announced a new partnership with Uniroyal who will be committing hundreds of thousands of dollars to Top Soccer.

Mary Harvey requested that as we move forward as an organization, everyone strive to ensure that the athletes do not suffer as a result of grievances and hearings. She stated that this is a matter of great concern for the Athletes and that it intends to present a proactive policy on this matter in the form of a player's bill of rights in the near future.

Werner Fricker stated that no one group or organization is guilt free from all the problems and grievances that were discussed during the meeting. He further stated that unless the youth, the amateurs, high schools, colleges, and the pro's, work as one unit the stadiums will

not be filled at professional games. He encouraged everyone to reexamine their position on issues and do what is in the best interest of the players and the game.

Mary Harvey then asked the Board to recognize the efforts of Hank Steinbrecher during his tenure as Secretary General. The Board responded with a standing ovation.

President Contiguglia **ADJOURNED** the meeting at approximately 1:20 p.m.