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PROCEEDINGS

**UNITED STATES ADULT SOCCER ASSOCIATION
ANNUAL GENERAL MEETING**

**Taken via Zoom Webinar
September 25, 2021**

Reported by Rebecca L. DiBello, RPR

VIRTUAL ATTENDEES

HOST - Duncan Riddle - USASA Executive
Director

PANELISTS :

John Motta - USASA President
Brett Hurwitz - USASA Independent
Director
Cezar Wasecki - Director-at-Large
Chaz Ballish Regueiro - Director-
at-Large
Claudio Frigo - Director Region II
Darius Ejlali - Region III Director
Jen Sunderland - USASA Staff
Karissa Richardson - Region II Deputy
Director
Karon Beyer - USASA Secretary
Lori Stoneburner - USASA Treasurer
Nick Schmitt - USASA Staff
Pierre Ramirez - USASA Staff
Richard Moeller USASA Vice President
Robin Runstein - Region IV Director
Tom Chapman - Ohio North
Tony Falcone - Region I Director

ATTENDEES :**Region 1**

Connecticut
Delaware
Eastern New York
Eastern Pennsylvania
Maryland
Massachusetts
Metro DC-Virginia
New Hampshire
New Jersey
Pennsylvania West
Rhode Island
Vermont
West Virginia
Western New York

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Region 2

Illinois
Indiana
Iowa
Kansas
Kentucky
Michigan
Minnesota
Missouri
Nebraska
Ohio North
South Dakota
Southern Ohio
Wisconsin

Region 3

Alabama
Arkansas
Florida
Georgia
Louisiana
Mississippi
North Carolina
North Texas
Oklahoma
South Carolina
Tennessee
Texas South

Region 4

Alaska
Arizona
California North
California South
Colorado
Hawaii
Idaho
Montana
New Mexico
Nevada
Oregon
Washington

1 UWS
2 WPSL
3 AYSO
4 EPD
5 SAY
6 US Club
7 WCSA
8 UPSL
9
10 Region I Secretary - Scott Mapes
11 Region I Treasurer - Bill George
12 Region II Secretary - Dyann Pugliese
13 Region II Treasurer - Wayne Wilson
14 Region III Secretary- Kali Blackshear
15 Region III Treasurer- Nick Calabro
16 Region IV Secretary - Roy Carlson
17 Past President - Mike Edwards
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**ANNUAL GENERAL MEETING
USASA**

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1 PRESIDENT MOTTA: I will call the
2 meeting to order. Let me begin by welcoming
3 everyone to our second virtual AGM which isn't
4 ideal, but under the current situations that
5 we all are aware of, it's the second best
6 thing that we can do to get everybody together
7 and we don't have to travel and expose
8 ourselves to possible, you know, dangers out
9 there, so welcome everyone and before we get
10 into our agenda items we do have a couple of
11 guests that would like to say a few words to
12 the membership.

13 We do have -- I believe we may have
14 Cindy Cone -- she was having difficulties
15 getting into the system -- who is our
16 president of U.S. Soccer Federation. We also
17 have Will Wilson here with us, which we can
18 see on the screen so we know he's here, who is
19 the CEO/General Secretary of U.S. Soccer.

20 So I'm not sure. Is Cindy on via phone
21 yet? Do we know?

22 MR. WILSON: Give her a chance to check
23 in. Cindy? Doesn't sound like it, John.

1 PRESIDENT MOTTA: So while we're waiting
2 for Cindy, if she does happen to get in, we'll
3 give the floor to Will who wants to say a few
4 remarks to the membership. So it's all yours,
5 Will.

6 MR. WILSON: Thanks, John. And first of
7 all, I wish we were in person. It would be
8 great to get a chance to meet all of you
9 individually. I have had the good fortune of
10 meeting several of you over the course of the
11 last year and particularly in the Governance
12 Task Force, but I look forward to the
13 opportunity in the future when we can all get
14 together and have an opportunity to chat and
15 to meet each other and continue to do all the
16 things that we do to help grow the game and so
17 just more than anything wanted to say hello,
18 introduce myself and just express that
19 sentiment.

20 I really look forward to the day we can
21 all meet in person. I know that Cindy wanted
22 to thank everyone from your group, from USASA,
23 and those who participate directly in the

1 Governance Task Force and all the hard work
2 that went into that process and look forward
3 to seeing folks on October 23rd. I know she
4 wanted to express her thanks in that regard.

5 And from my perspective, just wanted to
6 talk about some of the things that are going
7 on at this juncture.

8 It looks like, John, by the way, that
9 Cindy is on, but says she's muted, so maybe we
10 can see if we can get her unmuted.

11 PRESIDENT MOTTA: Okay. Can you try
12 that, Duncan?

13 EXECUTIVE DIRECTOR RIDDLE: We'll look.
14 She might be in the attendees now I think, so
15 we'll find her.

16 MR. WILSON: While you're doing that,
17 we'll bring her back in afterwards, I just
18 wanted to mention a couple of things that are
19 going on.

20 Obviously, it was a busy summer. Our
21 women winning the bronze medal in the
22 Olympics, then coming back and playing a
23 couple of games there against Paraguay and

1 have other games coming up in the upcoming
2 window against the Republic of Korea.

3 The men, obviously, great summer, two
4 championships. Really showing well and then
5 five points coming out of the first triple
6 date and qualifying and we have another window
7 coming up here shortly, so their journey
8 continues on qualifying for 2022 and obviously
9 very excited about that.

10 I can also express to you all this last
11 week I participated in a World Cup host city
12 visit, so that process is picking up steam.
13 So we visited nine markets over the last ten
14 days or so. We have another visit coming up
15 that's going to encompass sort of the
16 midwestern and west coast cities in the end of
17 October and another one in November with FIFA
18 looking to make a selection on the U.S. --
19 actually, all the host cities, but as it
20 pertains to the U.S. host cities first quarter
21 of 2022, so it's exciting to see that process
22 picking up steam.

23 Got a little sidetracked because of

1 COVID, the inability to go in and meet in
2 person, but in my participation in it over the
3 last ten days it was really encouraging.

4 Host cities are putting their best foot
5 forward and I think we're all really excited
6 about what is to come in 2026 and just being
7 around that for the last week has really kind
8 of put that in focus. You know, it feels like
9 it's getting real and that's right around the
10 corner. That's obviously going to be exciting
11 for all of us in this country and in the
12 region and something that's certainly going to
13 help us all grow the game, so very excited
14 about that as well.

15 I'll pause real quick and see if Cindy
16 is unmuted.

17 PRESIDENT MOTTA: I think she is. Are
18 you on, Cindy?

19 EXECUTIVE DIRECTOR RIDDLE: John, I have
20 got Cindy's number. I can open her up right
21 now. I think because she's on the phone, I
22 don't know if she can unmute.

23 MS. CONE: Can you hear me now? We

1 figured it out.

2 EXECUTIVE DIRECTOR RIDDLE: There you
3 go, Cindy.

4 PRESIDENT MOTTA: Welcome to the U.S.
5 Adult Soccer's AGM. And the floor is yours,
6 Cindy.

7 MS. CONE: Thank you. Thanks so much
8 for having me. Will covered most of it. I'm
9 sorry about not being on video. I'm at the
10 soccer fields right now. Just finished
11 coaching a game. Don't want to talk about the
12 score, but watching other games now.
13 Hopefully will go our way.

14 But just wanted to reiterate what Will
15 said. I just wanted to thank all of your reps
16 that represented all of you so well at the
17 Governance Task Force. It was so great to see
18 the group working together.

19 We had a lot of really hard, tough
20 conversations, but we worked through it and
21 came to a solution that I think works for
22 everyone. So I just wanted to thank them for
23 their work and you guys should be very proud

1 of your representatives and Will covered
2 pretty much everything else, but hopefully I
3 will see most of you in person on
4 October 23rd.

5 PRESIDENT MOTTA: Okay. Well, thank
6 you, Cindy. Will, do you have anything else
7 you wanted to add?

8 MS. CONE: Thank you.

9 MR. WILSON: No. Just it's great to
10 meet you all virtually and, again, when we've
11 all had the opportunity to meet in person,
12 it's been fantastic, so really just looking
13 forward to getting back to that type of
14 environment.

15 I hope you guys have a productive
16 meeting and thanks for giving us this
17 opportunity to come on and say a few words. I
18 appreciate it. Thanks, John.

19 PRESIDENT MOTTA: Thanks, Will, and
20 thanks, Cindy, once again.

21 MS. CONE: Thank you.

22 MR. WILSON: Thank you.

23 PRESIDENT MOTTA: So we will continue

1 with the meeting. Let us all bow our heads.
2 I know this last year has been a very
3 difficult year for many, many people. We lost
4 so many good people in our soccer community
5 this year; good friends, very good friends,
6 family, so let us all bow our heads in
7 remembrance of those that have passed away
8 this past year.

9 **(Moment of silence.)**

10 PRESIDENT MOTTA: Okay. Thank you very
11 much. Hopefully we'll have a better year
12 coming up and, God willing, this COVID will
13 get kicked in the butt and leave us forever,
14 but it doesn't look that way, but let's keep
15 the faith and keep our prayers that, you know,
16 this pandemic does slow down and eventually
17 dissipates away from us, so with that we need
18 to do a roll call and --

19 EXECUTIVE DIRECTOR RIDDLE: Credentials.

20 PRESIDENT MOTTA: Yes. Is Dyann on
21 here?

22 EXECUTIVE DIRECTOR RIDDLE: No. The
23 roll call is being done right now from the

1 photos online and so once that's done then
2 they'll have a credentials report that we'll
3 put up on the screen.

4 PRESIDENT MOTTA: So you guys are doing
5 that internally over there?

6 EXECUTIVE DIRECTOR RIDDLE: Yes.
7 They're doing it right now. They're just
8 finishing up because there's so many people
9 on.

10 Just one quick announcement. We are
11 trying to get the live stream working, but for
12 some reason it's not connecting across the
13 YouTube, so we're working on that behind the
14 scenes, so right now there is no live stream
15 right now.

16 PRESIDENT MOTTA: Dyann Pugliese
17 just chatted that she is online, so --

18 EXECUTIVE DIRECTOR RIDDLE: She is, but
19 the staff are doing it --

20 PRESIDENT MOTTA: Okay.

21 EXECUTIVE DIRECTOR RIDDLE: Yes. And
22 then they'll put the credentials report up, so
23 you can move on to the Confirmation of

1 Minutes, John.

2 PRESIDENT MOTTA: Okay. So Duncan did
3 send in the confirmation of last year's AGM.

4 Is there a motion to approve the minutes
5 of last year's AGM? Karon made the motion.
6 Second? Somebody second? Okay. I see Cezar
7 seconded it.

8 Is there any corrections or amendments
9 to the minutes of last year? Okay. Seeing
10 none, the minutes are confirmed by
11 acclamation.

12 **(Minutes confirmed.)**

13 PRESIDENT MOTTA: Okay. Reports, and
14 I'll begin with the President's report and
15 just give me a second to find it.

16 All right. Good morning or good
17 afternoon, everyone, depending where in the
18 country you are. To all United States Adult
19 Soccer delegates, friends and guests, it's
20 always an honor to be delivering this address
21 to you at the AGM.

22 I would have much preferred to have us
23 all together live, but under the current

1 situation, we decided to go remote once again
2 this year. The major reason why we went
3 remote was that at the last count at the
4 registration we only had 44 percent of our
5 membership signed up to come in live and when
6 the Board got that bit of information, it
7 decided that if we cannot have at least
8 50 percent of our membership live, it would
9 not be fiscally responsible to hold a live
10 meeting.

11 Thus, here we are remotely. So that was
12 the biggest reason why we decided not to go
13 live is because we had less than 50 percent of
14 the entire membership registered to come live,
15 so we made that decision to go remotely based
16 on those numbers.

17 Now, this has been quite a busy year for
18 myself, the Board, committee members and task
19 forces. Whether it was working on U.S. Soccer
20 Governance issues, our own bylaws and
21 policies, re-establishing the Women's National
22 Cup, or just getting our teams back on the
23 fields this year, it has been a busy year.

1 Without all of you and all the
2 volunteers around the country working hard to
3 keep our adults playing, many would have still
4 been on the sidelines. I want to personally
5 thank you all for all you do for U.S. Adult
6 Soccer.

7 I would like to address the U.S. Soccer
8 Governance issue that we had this year.
9 Myself and a very dedicated member of our team
10 which included Janet Campbell from North
11 Texas, Kali Blackshear from Georgia, Roy
12 Carlson from Cal South, Chaz Ballish, your
13 at-large representative, and Richard Moeller,
14 our vice president, I am not sure we would
15 have ended where we ended.

16 I also want to acknowledge Dr. Pete from
17 U.S. Youth Soccer and his team which includes
18 David Guthrie, Evelyn Gill, Chris Delay, Jeff
19 Sommer and Felipe Mendez. Without them on our
20 side, it could have been a very difficult
21 thing to achieve what we did.

22 I also want to thank Richard Groff who
23 is representing the life members. Because of

1 his love for U.S. Adult Soccer, he also came
2 and defended U.S. Adult Soccer. I ask if you
3 see any of these individuals that I just
4 mentioned, please give them a sincere thank
5 you because this was a team that fought hard
6 for the grassroots of soccer players in this
7 country.

8 Now on substance. After a year of
9 countless hours on Zoom calls, emails, text
10 messages and phone calls, the Governance
11 Assembly finally agreed to a set of bylaws
12 that were voted and agreed upon all. As
13 everyone knows, during a negotiating session
14 not everyone wins and everyone gives something
15 up. The same happened during the Governance
16 Assembly.

17 I have to say this, that the attacks on
18 U.S. Adult Soccer were unprecedented.
19 Throughout the entire process different groups
20 came after our Board seat and our voting
21 strength. This happened right up to the 11th
22 hour.

23 Again, I cannot stress enough how united

1 the youth and adults were during this process
2 and at the end of the day U.S. Adult Soccer
3 did not lose anything.

4 It was through strong leadership through
5 the groups that we prevailed. To put it in a
6 nutshell, U.S. Adult Soccer will continue to
7 have two Board seats on the U.S. Soccer Board
8 of Directors and we will maintain the same
9 voting strength as the youth and the pros have
10 on the National Council which is proposed
11 right now at 20 percent each.

12 We all needed to lose some voting
13 strength in order to comply with the federal
14 law and allow the athletes 33 1/3 percent of
15 the votes and seats on the U.S. Soccer Board.
16 Thus, that's how the three of us ended up at
17 20 percent.

18 So where do we go from here? We have
19 received notice from U.S. Soccer that there
20 will be an extraordinary National Council
21 meeting on October 23rd in Chicago. With
22 input from some of you, the meeting will be a
23 hybrid of both a live meeting and for those

1 who do not want to attend, there will be
2 virtual for those who want to attend
3 virtually.

4 Now, that is your personal choice, but I
5 would urge everyone, if you can, to
6 participate live. You have all received the
7 proposed bylaws and after all the hard work I
8 would ask that we accept these proposals.
9 This is a huge shift in the U.S. Soccer
10 governance, the last one which was done over
11 20 years ago.

12 So saying that, since there is a huge
13 shift in the governance, that's why I would
14 urge everyone to not only read everything
15 carefully, but to ask any questions of myself
16 or any of the members of the Governance
17 Assembly that you may have.

18 Again, this is going to propel U.S.
19 Soccer for the next 20 years, so we got to
20 make sure that everybody is comfortable with
21 the new bylaws that are being proposed.

22 Now, on another issue that I dealt with
23 for the last few weeks was our U.S. Lamar Hunt

1 Open Cup. We have about 90 plus amateur teams
2 participating in the Open Cup for 2022. Now,
3 for some reason, U.S. Soccer either changed
4 the way they registered players or the ITC
5 process was changed causing many amateur teams
6 to scramble to register players in time for
7 the first round of games for the Open Cup.

8 Many teams were in a position to either
9 forfeit or take themselves out of the
10 competition all together. Because I got
11 involved, U.S. Soccer agreed to move the
12 required date to register American players to
13 the second round next month, giving the
14 amateur teams more time to properly get their
15 players registered.

16 This was a big undertaking and it took
17 many, many hours and days to resolve. I also
18 want to thank Shonna Schroedl who is our
19 amateur representative on the U.S. Open Cup
20 Committee for standing her ground along with
21 me to protect the adult amateur teams.

22 Our Soccer Fest got back on schedule
23 this summer as a shortened version of what we

1 used to do. It was great to see the
2 dedication from the players who attended this
3 year's competition and also the excitement in
4 their faces in getting back to see their
5 friends. All the games were small-sided this
6 year, but that did not seem to hamper the
7 excitement. Everyone was just happy to be out
8 there again. I want to thank the staff for
9 putting together a nice event for our members
10 again this year.

11 Our Men's National Cup was played in
12 Milwaukee this summer where the Lansdowne
13 Bhoys from Eastern New York won the national
14 title this year and I want to believe it was
15 the eighth title they won this year. Amazing
16 for an amateur team. Every competition or any
17 tournament they attended they won.

18 They have an amazing team with a very,
19 very passionate staff. I love seeing them and
20 interacting with them. I am confident that
21 they will make some teams very unhappy during
22 their quest for the Lamar Hunt Open Cup. As
23 everyone knows, they get an automatic slot in

1 the first round as a U.S. Amateur Cup winner.

2 I would also like to take this time to
3 thank the four regional directors, Tony
4 Falcone, Claudio Frigo, Darius and Robin for
5 resurrecting the Women's National Cup. I also
6 want to thank Richard Moeller for his work on
7 planning it, putting it together and working
8 with Region II and Nick Radu, Nick Radu who is
9 president of Michigan Adults, for putting on a
10 great tournament for the women and all the
11 other teams that participated.

12 It was wonderful to see the
13 competitiveness of the women and we saw some
14 real good games. I hope this is the beginning
15 of great things to come for our women's
16 program.

17 The Board of Directors -- now this is
18 important. The Board of Directors last night
19 have agreed to meet in November to hold a
20 strategic meeting, a strategic summit meeting.
21 We need an organization -- as an organization
22 we need to make changes. We cannot stay
23 stagnant at 250,000 players year after year.

1 It's time to look ourselves in the
2 mirror, all of us, and see where the problems
3 are. I am committed to help anyone that needs
4 help, but the first step is to recognize that
5 you need help and ask for it.

6 We know where the problems are and we
7 have not really stepped in yet. We have given
8 everyone the liberty to run your associations,
9 but some of you truly need some help. We know
10 that there are states that are growing which
11 are thinking outside the box. We need
12 everyone to do the same.

13 I am hoping that during the strategic
14 meeting that we will identify the problems and
15 come up with solutions to tackle these
16 problems. There will be solutions that will
17 be coming and I hope that when we come to you
18 with some solution you will have an open mind
19 and listen.

20 We need to change. During the
21 Governance Assembly, our registrations were
22 called into question numerous times. There
23 are people that believe that U.S. Adult Soccer

1 does not deserve the amount of votes we have
2 because of our numbers. This will become more
3 of an issue as we go on.

4 U.S. Soccer bylaws clearly state that in
5 order to be a national affiliate, we need a
6 minimum of 200,000 registered players. Last
7 year due to the pandemic we only had a bit
8 over 60,000 players, well below the required
9 200,000. We got a bye due to the pandemic.

10 Now, Cindy Cone, our president, has
11 assured everyone that they will not punish any
12 organization for less than the required
13 numbers until the 2023 registration numbers
14 come in. I applaud Cindy for doing this as
15 she realizes that we are still under this
16 pandemic.

17 This does not mean that we are dodging a
18 bullet. This means that we must work hard to
19 achieve our numbers of 200,000 registrations
20 this year. Everyone is doing a great job of
21 getting their teams back on the field, but we
22 need to take that extra step to attract new
23 members to join our association.

1 This is all on you to achieve that.
2 Let's work as a team, ask for help so that we
3 can get our numbers back on track. As of
4 today, we have about 93,000 players
5 registered. This number is trending to be
6 higher than what we budgeted, but it's still a
7 long way from 200,000. I ask if you have
8 players registered and have not sent them into
9 the office, please do so so we can see where
10 the numbers are trending.

11 We are also in discussions with two new
12 potential members of USASA. One we gave the
13 paperwork to our Rules Committee this week for
14 review and the second we are in discussions
15 with our insurance company to see how we can
16 make them members of USASA. Let's hope that
17 they both make it as members of our
18 association.

19 The Ted Stevens Act states that we
20 cannot deny membership to anyone who meets our
21 bylaws. I do hear people complain on why do
22 we let certain groups join us. That is the
23 reason. Federal law mandates it.

1 Now, as a businessman, I also hate
2 competition. Nobody likes competition. So if
3 a Starbucks opens down the street from me do I
4 run to City Hall and tell them not to allow
5 them to open? Do I yell at them for giving
6 them a permit? Of course not. What it does,
7 it makes me offer better products, better
8 service and a better environment and
9 competitive pricing to keep my customers from
10 going to the competition.

11 It's the same with all our state
12 associations and all our members. You need to
13 ask the same question and provide your
14 customers with a product that they will want
15 to stay with you. Competition actually makes
16 us better and makes us stronger when you see
17 it as a challenge and not as an infringement.
18 We need to welcome new customers at the same
19 time giving our current customers what they
20 want and what they need.

21 Because of the pandemic, we have not
22 been able to hold our Hall of Fame dinner and
23 recognize those who have contributed to the

1 success of USASA. I am hoping to get the Hall
2 of Fame dinner back for next year's AGM.
3 USASA is nothing without its volunteers and we
4 need to continue to recognize those who have
5 made us who we are. Don't forget to nominate
6 those who are deserving of this award.

7 Now, this year we have lost many friends
8 due to COVID, as I said earlier. This has
9 been a hard year for all of us. I would like
10 to say that the wife of Angelo Bratsis has
11 donated money for a fund to be used for the
12 development of referees.

13 Everyone that knew Angelo, which is
14 probably every one of us on the call, knew how
15 big his heart was for the amateur program,
16 both for players and referees. The USASA
17 Referee Committee will be working alongside
18 with U.S. Soccer to see that these funds are
19 used properly and they are used to develop up
20 and coming referees.

21 Andy Weiss, who chairs our Referee
22 Committee, and I have been involved in
23 establishing this fund. It's not complete

1 yet, but we are in the final stages of getting
2 it done.

3 I also want to thank our staff for
4 keeping the offices open during this pandemic.
5 As we all know, many companies worked remotely
6 during the pandemic and USASA was no
7 exception. We have gotten used to Zoom calls
8 and doing things from home, but it can never
9 take the place of being face to face to do
10 your job. The staff have kept USASA running
11 and we thank them for that.

12 A final message for everyone. I want to
13 thank many of you who picked up the phone to
14 call me with questions and issues this year.
15 I always answer my phone unless I'm in
16 meetings or on another call. I always return
17 my calls, so don't be a stranger.

18 If you have a question or an issue you
19 need resolved, call me. I am very flexible.
20 I have done calls as early as 6:30 a.m. and as
21 late as 10:30 p.m. Unlike the government who
22 says, I'm from the government and I'm here to
23 help you, I am truly here to help.

1 Thank you all again for all you do.
2 Without you USASA is not a national
3 association. Let's go forward helping each
4 other, supporting each other and lend a hand
5 to a fellow member who may need help.

6 God bless you all and God bless our
7 USASA and thanks, everyone.

8 All right. Let me get back to here.
9 Did I put everybody to sleep? Do we need to
10 put a bell to get everybody awake? Anybody
11 else have any reports that they would like to
12 give today? I know we have a Book of Reports,
13 but if there's anyone who wants to give a
14 verbal report raise your hand.

15 Okay. Seeing none, do we have a
16 Credentials Report yet?

17 EXECUTIVE DIRECTOR RIDDLE: John,
18 there's a couple of people who are on the
19 phone, so Jen is going to come on now to
20 confirm a couple of names that are on there.
21 So I'm going to hand it over. Jen is going to
22 come on and just check and then she will be
23 able to put the Credentials report on

1 straightaway.

2 PRESIDENT MOTTA: Yes because we can't
3 do the approval of the budget or the
4 amendments without the Credentials Report.

5 EXECUTIVE DIRECTOR RIDDLE: Correct.
6 Correct. I'm going to come up and Jen is just
7 going to take -- there's a couple of names we
8 need to confirm either on or off, so bear with
9 me.

10 MS. SUNDERLAND: Okay. If Illinois and
11 Ante Loncar is on, would you please raise your
12 hand.

13 EXECUTIVE DIRECTOR RIDDLE: You can use
14 the raise your hand function on the bottom of
15 the screen. Just click on that.

16 MS. SUNDERLAND: South Dakota, raise
17 your hand. Alabama, raise your hand.
18 Florida, raise your hand. Okay. That would
19 be Eddie Loyola is who we have as the delegate
20 for Florida. Okay.

21 Mississippi, raise your hand. Oklahoma,
22 raise your hand. Nevada, raise your hand.
23 Oklahoma, okay. Oklahoma, we have you. Thank

1 you.

2 Utah, Bill Bosgraaf, raise your hand.
3 Wyoming, raise your hand. Wayne Wilson,
4 Region II, raise your hand.

5 Gianfranco Borroni, past president,
6 raise your hand. Brooks McCormick, past
7 president, raise your hand. NPSL, raise your
8 hand. EDP, raise your hand. EDP we have your
9 vote in. Thank you.

10 Frederic, Nevada we have you on. SAY
11 Soccer, raise your hand. SAY Soccer, we have
12 you. Confirmed. West Coast Soccer. GCPL,
13 raise your hand.

14 That will confirm that we are finished
15 with that portion. I will share my screen to
16 show the credentials report.

17 **(Credentials report shown on screen.)**

18 MS. SUNDERLAND: So those are the
19 numbers. John, do you want to announce them?

20 PRESIDENT MOTTA: Yes. I'll announce
21 them. So total votes we have this year was
22 177. A 50 percent would be 89. 50 percent
23 plus one is 90. Two-thirds is 118 votes.

1 Is there a motion to accept the
2 Credentials Report? Anybody raising their
3 hand for accepting the Credentials Report?

4 EXECUTIVE DIRECTOR RIDDLE: There are a
5 number of people raising their hand.

6 PRESIDENT MOTTA: I see. Is there a
7 second?

8 MR. BALLISH-REGUEIRO: I'm not
9 seconding, but 89 is actually half -- it is
10 more than half.

11 PRESIDENT MOTTA: Oh, yeah. That's
12 right. It's 178 -- yeah, that's right. 89 is
13 50 plus one. So we don't need the 90. So
14 good point.

15 So a simple majority would be 89,
16 two-thirds would be 118. No. It is. 89
17 would be 178 if it was doubled.

18 MS. RICHARDSON: Florida is indicating
19 that one of the mobile numbers is their
20 representative. It does not give him the
21 option, he says, to raise his hand.

22 EXECUTIVE DIRECTOR RIDDLE: They're
23 going to have to change the numbers then

1 because Eddie just texted in so he's on, so
2 the numbers are going to change.

3 PRESIDENT MOTTA: So they just did
4 change.

5 So now the credentials report shows 182
6 total votes. 50 percent would be 91.
7 50 percent plus one, 92. Two-thirds, 121. Is
8 there a motion to accept this credentials
9 report?

10 MS. RICHARDSON: There are requests to
11 see the whole spreadsheet, if we can do that.

12 PRESIDENT MOTTA: Make sure everybody is
13 there, okay.

14 MS. RICHARDSON: There's some comments
15 in the chat that there may be some missing --

16 PRESIDENT MOTTA: I saw the UPSL.

17 MS. RICHARDSON: Yes. UPSL is counted.
18 Paul Scherer is questioning whether Lori was
19 not counted.

20 PRESIDENT MOTTA: I think she's
21 representing Alaska, right?

22 EXECUTIVE DIRECTOR RIDDLE: Yes.

23 PRESIDENT MOTTA: So Lori is

1 representing Alaska, not her Board seat.

2 EXECUTIVE DIRECTOR RIDDLE: And the
3 Region II deputy director will come into the
4 next meeting because she was elected for this
5 meeting so she would count -- Region I, sorry.
6 The Region I deputy director is not counted in
7 this meeting because she was elected at this
8 meeting, so officially she comes into position
9 after this meeting closes.

10 PRESIDENT MOTTA: Yep, that's correct.
11 Okay. Is there a motion to accept this --

12 MS. RICHARDSON: Can you hold on just a
13 second? I lowered the hands. Many people
14 have raised them to second the motion. If
15 there is another question about the
16 Credentials Report, please raise your hand
17 again now. Okay. Doesn't appear to be any.

18 PRESIDENT MOTTA: So motion to accept
19 this Credentials Report, please raise your
20 hand.

21 MS. RICHARDSON: Hold on. I have a
22 couple now. I'll start with the top one. I
23 have got Jim Keller. I'll allow him to speak.

1 Go ahead. You'll need to unmute. Jim, I've
2 given you approval to speak. You'll need to
3 unmute.

4 MR. KELLER: Try it again. How's that?

5 MS. RICHARDSON: There you go.

6 MR. KELLER: Okay. I'd like to make a
7 motion to approve the Credentials.

8 PRESIDENT MOTTA: Okay. Somebody
9 second? Just raise your hand.

10 MS. RICHARDSON: Hold on. I have a
11 couple more questions. I need to allow them
12 to speak as well because I can't tell if they
13 have questions or not.

14 Okay. I can't allow Tom Chapman of Ohio
15 North to speak because he's using an old
16 version of Zoom. Do you want me to promote
17 him to panelist so he can speak?

18 PRESIDENT MOTTA: If he would like to
19 speak he needs to speak. Whatever we need to
20 do.

21 MS. RICHARDSON: Okay. I have done
22 that.

23 PRESIDENT MOTTA: Okay. Tom?

1 MR. CHAPMAN: No, thank you. I was just
2 trying to make the motion.

3 PRESIDENT MOTTA: Okay. So you want to
4 second the motion?

5 MR. CHAPMAN: Sure.

6 PRESIDENT MOTTA: Okay. Seconded by
7 Tom, so we have a motion to accept the
8 Credentials and a second.

9 MS. RICHARDSON: I will return him to
10 attendee. I think there's one more hand
11 raised.

12 PRESIDENT MOTTA: Okay.

13 MS. RICHARDSON: No. It's been lowered,
14 so it looks like that's all there is at the
15 moment.

16 PRESIDENT MOTTA: So there's no more
17 discussion. Is there any opposition to the
18 Credentials Report? Make yourself known.

19 Any hands up, Karissa? No. Okay, so
20 the Credentials Report is accepted as we see
21 it.

22 So next we're going to go on to budget
23 and I'll call on Nick Calebro to present

1 the --

2 EXECUTIVE DIRECTOR RIDDLE: Bill George.

3 PRESIDENT MOTTA: Yeah, I'm sorry. Bill
4 George. I'm sorry, Bill. Go ahead. You're
5 on mute, Bill. Bill, you're on mute. I don't
6 know if you can unmute yourself. There you
7 go.

8 MR. GEORGE: There you go. You would
9 think after this long of a pandemic I would
10 have gotten that by now.

11 Good to see everyone. So good
12 afternoon, everyone. On behalf of the Finance
13 Committee here to present the 2022 Budget
14 which you will find in the Book of Reports
15 that came out on Pages 23 through 25.

16 Just want to thank in advance again,
17 thank Lori Stoneburner. I worked very closely
18 with her and also the Finance Committee. We
19 met quarterly throughout the year to discuss
20 the budget and to give recommendations to the
21 NBOD, so Jim Hamilton, Donna Langdon and Matt
22 Hawkins, thank you, and I just wanted to
23 recognize all of them.

1 Once the Finance Committee approved the
2 budget, the NBOD also looked at the budget and
3 it's been circulated to the National Council.

4 Just the one thing to highlight before
5 we ask for a motion to approve is, of course,
6 2019 is our pre-pandemic baseline and in 2021
7 we made assumptions of a 60 percent revenue or
8 60 percent registrations and that's what was
9 the budget that was approved last year.

10 This year we're largely the same except
11 the assumption is 75 percent, right? We're
12 still coming through the pandemic. We're not
13 quite through it. There's still Delta.
14 There's still -- kids aren't vaccinated, so
15 we're still being conservative.

16 We're hopeful come 2022 we'll put this
17 all behind us, but the assumptions in terms of
18 revenue and expenses are based on 75 percent.
19 Hopefully you discussed that in your regions
20 so this isn't news to you, but I just wanted
21 to highlight that.

22 So with that, is there a motion to
23 approve the budget?

1 EXECUTIVE DIRECTOR RIDDLE: I think
2 there are a few people that have questions.

3 PRESIDENT MOTTA: You have to make a
4 motion.

5 MR. GEORGE: I was going to get to
6 discussion. I was going to get a second and
7 see if there was any discussion. Is there a
8 second?

9 MS. RICHARDSON: Looks like Cezar is
10 raising his hand.

11 MR. GEORGE: Cezar now disappeared.

12 MS. RICHARDSON: All right. So Karon
13 has her hand up as well to second; is that
14 correct, Karon?

15 PRESIDENT MOTTA: Yes.

16 MS. RICHARDSON: So with that I will
17 start the discussion. First person who had
18 their hand raised is Janet from North Texas.
19 I'm allowing her to speak now. Go ahead.

20 MS. CAMPBELL: Yes. Thank you. So I
21 actually looked at it a little different than
22 what you were saying. I was looking at -- for
23 the income of the 2020 income versus what

1 we're putting in the budget now so that for
2 affiliate fees in 2020 we had \$6000 and it's
3 going down to \$3000 this year.

4 Maybe I should -- I don't know if you
5 have a pen handy, but if I could just go
6 through. I have four income questions and
7 then about five expense questions, so I don't
8 know if I should just go through them all and
9 then give a break for you to address those or
10 if you want me to go through one by one and
11 address. What is the easiest way?

12 MS. STONEBURNER: I think the easiest
13 way would be for you to give us all and if we
14 need to take a break to address it, we can do
15 that.

16 MS. CAMPBELL: Okay, sure. Okay. So on
17 the affiliate fees in 2020 we had \$6000 and
18 now we're going down to \$3000. It seems like
19 if anything that we should be increasing over
20 2020, but I'm not really sure who is paying
21 affiliate fees and why we're showing a decline
22 on that.

23 For league affiliation fees we had \$1000

1 in 2020 and we're going up to \$7000, so are we
2 expecting more leagues to come in? On
3 sponsorships for 2020 we got \$31,000 and
4 that's going down to \$10,000, so if somebody
5 could address are we losing sponsorships?
6 Basically what has happened there.

7 And then on miscellaneous income in 2020
8 we had \$16,000 and now we're showing \$350.
9 I'm not really sure what goes into
10 miscellaneous, if that's something that, you
11 know, was kind of an odd thing that happened
12 in 2020 that we're not expecting again or what
13 that -- why that has gone down so much.

14 And then on expenses we had league
15 player fees in 2020 of nothing, zero, and
16 we're showing 50 -- if I'm reading this right
17 \$51,000 --

18 MS. STONEBURNER: Janet, do you mind
19 referencing the line number?

20 MS. CAMPBELL: I wish I could, but I
21 can't pull that up at the same time as this
22 meeting, you know what I'm saying?

23 MS. STONEBURNER: Okay.

1 MS. CAMPBELL: So I don't know if you
2 have it pulled up if you can. It's in order
3 of where -- okay.

4 MR. GEORGE: There you go. Janet, do
5 you want to pause and how about we'll talk
6 about the revenue side first and, Lori, if you
7 want to help chime in that would be greatly
8 appreciated.

9 Looks like we're talking about rows 10,
10 11 and then 16 and 17 on the revenue side I
11 believe.

12 MS. CAMPBELL: Right.

13 MS. STONEBURNER: I can tell you --
14 let's see.

15 MS. CAMPBELL: So affiliate fees we had
16 \$7000 in 2019, \$6000 in 2020 and we're going
17 down to \$3000 for 2022 and I guess my question
18 is have we lost affiliates or why is that
19 affiliation fee dropping so drastically?

20 EXECUTIVE DIRECTOR RIDDLE: I can
21 address that one. It's Duncan. We changed
22 the bylaws two years ago I think to change
23 different -- to a different structure so we

1 have affiliates and USASA leagues.

2 Some of the USASA leagues were classed
3 as affiliates previously, so we actually have
4 three affiliate organizations; AYSO, SAY and
5 Club Soccer, so there's your \$3000.

6 And then if you look then the USASA
7 leagues has gone up because they just flipped
8 categories.

9 MS. CAMPBELL: Exactly. I was going to
10 say that just answered my first two questions.
11 Then on sponsorship why we've gone from 31 to
12 10 and I just wondered -- I don't even know at
13 this point --

14 EXECUTIVE DIRECTOR RIDDLE: We used to
15 have -- we had an affiliate deal with
16 Nationwide Insurance that came to the end of
17 its five-year cycle and obviously that's not
18 been replaced. We are replacing it with
19 Farmers Insurance, but at a lower level,
20 unfortunately.

21 MS. CAMPBELL: Okay. And then on line
22 17, miscellaneous income, we had \$16,000 in
23 2020. I'm not sure what that was.

1 MS. STONEBURNER: I believe that was a
2 prior year insurance rebate. It was a one-off
3 deal and not something we can plan for.

4 MS. CAMPBELL: Okay. That answers my
5 question. Then down on expenses, league -- I
6 have got league player registration. It's
7 Line 23. We're going from nothing to \$51,000.
8 Is that picking up something differently than
9 we have in the past as well?

10 EXECUTIVE DIRECTOR RIDDLE: So what we
11 do with those leagues when they register they
12 register and they pay us directly and we give
13 \$3 back to the state associations for where
14 those players are registered because we've got
15 more leagues now under that category, so that
16 number goes up to that.

17 MS. CAMPBELL: Well, there was nothing
18 under that category before. That's why I was
19 trying to figure out --

20 EXECUTIVE DIRECTOR RIDDLE: Yeah. It
21 was put somewhere else.

22 MS. STONEBURNER: It might be in a
23 different bucket. I can research where that

1 was at.

2 EXECUTIVE DIRECTOR RIDDLE: That's
3 right.

4 MS. CAMPBELL: All right. Then we have
5 for branding, we have \$5000 in there for
6 branding. What are we doing? That's Line 34.
7 What are we doing for branding that we're
8 paying \$5000 for?

9 EXECUTIVE DIRECTOR RIDDLE: That's
10 really -- we buy signage. We refresh our
11 signage for our tournaments every year.

12 MS. CAMPBELL: Okay, but we've had no
13 expenses in the last three years for that, so
14 was that paid for some place else or was it
15 charged some place else maybe?

16 MS. STONEBURNER: That's because of the
17 pandemic.

18 EXECUTIVE DIRECTOR RIDDLE: We didn't
19 spend any money last year.

20 MS. CAMPBELL: Well, the last three
21 years we have not had it. That's what I'm
22 trying to understand.

23 MS. STONEBURNER: We've had some

1 purchases that might have been over the
2 capital limit, so they might have been on the
3 balance sheet. I think anything over \$1000
4 will be capitalized. What you're seeing here
5 are smaller dollar expenditures for, like
6 Duncan said, signage, stuff to advertise USASA
7 at Soccer Fest, so smaller dollar.

8 MR. WASECKI: Some of it is to replace
9 some of the debts and stuff like that that we
10 had an accident that were damaged.

11 MS. STONEBURNER: Correct.

12 MS. CAMPBELL: All right. I mean, I
13 hope you guys excuse me. I'm just trying to
14 understand it.

15 MR. GEORGE: They are good questions.

16 MS. CAMPBELL: Okay. Online
17 registration certifications. I think it's on
18 maybe the next page. I'm not seeing it on
19 here. Right there, number 56. And I see
20 where prior to the pandemic we're going back
21 to about the same rate. Is that realistic?

22 MS. STONEBURNER: We hope so. We based
23 -- let me look. I mean, we hope so. Doing

1 this budget was kind of like how do you budget
2 during a pandemic, right?

3 MS. CAMPBELL: Right. Right.

4 MS. STONEBURNER: You have overflows.

5 MS. CAMPBELL: You guys had said on the
6 other things you were considering it
7 70 percent. I mean, that's a very small
8 amount, so that's fine.

9 MS. STONEBURNER: We considered
10 registrations at 75 percent, but some of these
11 under the office operations are fixed.

12 MS. CAMPBELL: Okay. That makes sense.

13 MR. GEORGE: Yes. You can't just apply
14 a 75 percent rule to everything.

15 MS. CAMPBELL: Right. Okay. That makes
16 sense.

17 And then on line 64, D&O insurance. So,
18 it looks like we had an expense of \$89,000 in
19 2020 and now we've got -- we're coming in at
20 \$58,000. I'm just trying to understand why
21 that would be significantly less than a
22 pandemic year.

23 EXECUTIVE DIRECTOR RIDDLE: If you

1 remember in the beginning of the year, Janet,
2 we notified all the state associations. D&O
3 insurance as we used to have it as one policy
4 to cover the whole country is going
5 expensive-wise through the roof. In fact,
6 it's very -- it's almost impossible to get
7 that coverage, so our broker did a deal where
8 we bought a policy to cover USASA and the
9 Board of Directors of USASA and then each
10 state association then that wanted D&O
11 coverage --

12 MS. CAMPBELL: Okay.

13 EXECUTIVE DIRECTOR RIDDLE: -- could go
14 and get a separate policy to cover their board
15 of which we then covered that cost and paid
16 that back once the invoice had come in, so
17 that's actually a more efficient and cheaper
18 way of doing it, so that's where that
19 difference is.

20 Some states like yourselves, there are
21 joint states, decided they didn't need to
22 purchase extra D&O insurance because they
23 already had it as part of their --

1 MR. GEORGE: And you'll see line item 66
2 which is D&O state reimbursement.

3 MS. CAMPBELL: Yeah. That's why I was
4 looking at it. Then you put the two of those
5 together and that's \$100,000, right?

6 EXECUTIVE DIRECTOR RIDDLE: Right, but
7 like I said, to get the old coverage we would
8 have more than doubled from 89 with the quotes
9 we were getting, unfortunately.

10 MS. CAMPBELL: Okay. Then my last
11 question is commercial lines. I'm not really
12 sure what that is, but it's going from
13 \$235,000 to \$150,000.

14 MS. STONEBURNER: Those are actually the
15 fees for the insurance. With the previous
16 policies they kind of hide the fees in with
17 the other expenses and this carrier actually
18 identifies what the actual fees are. Every
19 year we go out and go out to bid, for lack of
20 a better term, and negotiate the rates and
21 that's the rate we got for the fees this year.

22 MS. CAMPBELL: Okay. So I see that our
23 overall office operations, when you look at

1 the bottom line, that we're very much in line
2 with where we were having a reduction from
3 2020. So I mean, that all makes sense. I was
4 just trying to understand how it was all
5 switching around.

6 And then there is something called Hall
7 of Fame communications that's \$10,000. Is
8 that new?

9 MS. STONEBURNER: That's not new. We've
10 identified it separately in the past. It
11 probably was included in the actual meeting
12 line for the events. I'm trying to find that
13 line.

14 EXECUTIVE DIRECTOR RIDDLE: It's
15 line 78. Is that the one, Janet?

16 MS. CAMPBELL: Yeah.

17 EXECUTIVE DIRECTOR RIDDLE: That used to
18 come under the USASA AGM line. We just pulled
19 it out to show that expense. That's the
20 expense for the travel for the inductees and
21 the gold rings that we buy.

22 MS. CAMPBELL: Okay. All right. Very
23 good. Thank you. Budget looks great. Thank

1 you.

2 MR. GEORGE: Great questions, Janet.
3 Thank you for having a close eye. I
4 appreciate it. Is there any other discussion,
5 Karissa?

6 MS. RICHARDSON: No. I see no other
7 hands raised at this time.

8 MR. GEORGE: Thank you. So with that,
9 all in favor to approve the budget? Lot of
10 hands?

11 PRESIDENT MOTTA: Anybody opposed?

12 MR. GEORGE: That would be easier. Any
13 opposed? Great. I think we're set then.
14 Motion is approved. Thank you, John. Kick it
15 back over to you.

16 **(Budget approved.)**

17 PRESIDENT MOTTA: Thank you. Next we'll
18 go on to the amendments to the Charter, Bylaws
19 and Policies. Do you think we need a
20 ten-minute break or do we want to just go?

21 MS. STONEBURNER: Take a break.

22 PRESIDENT MOTTA: Take ten minutes and
23 we'll be back at -- it's almost 3:00. 3:10

1 we'll be back and we'll go over the amendments
2 and the bylaws and the policies. So
3 ten-minute break or twelve-minute break.

4 **(Recess taken.)**

5 PRESIDENT MOTTA: Okay. It's 3:10.
6 We're going to resume the meeting. So our
7 next item on the agenda is the amendments for
8 the Charter, Bylaws and Policies.

9 Before we dig deep into this, just
10 wanted to say a couple of things. First one
11 is that following the meeting on Wednesday
12 when we went through the bylaws I actually
13 went in that evening and really took a deep
14 dive into all of the bylaws and there were a
15 few things that I found that did need some
16 adjustments and then the following morning I
17 got an email mail from Tony where he gave me
18 some amendments, Tony Falcone from Region I,
19 and based on all of that, I decided that we --
20 we're going to gather up the Board, which we
21 did last night, and we were going to go over
22 some of the bylaw amendments that were being
23 proposed by Tony, have a discussion with the

1 Board and see if we could end up in a good
2 place before we came onto this meeting.

3 I know this morning I sent a little note
4 to everybody stating what I just stated and we
5 also a few hours ago -- I know it may be late
6 and I'm not sure if everybody saw it, we
7 actually sent to everyone a copy of the
8 proposed bylaws with the amendments that the
9 Board agreed to last night and it was, you
10 know, either lined out in red lines or
11 language added in red ink so it would make it
12 very easy for everyone to find it and see what
13 the amendments are.

14 So, these are my thoughts and I'm open
15 to whatever the membership wants to do, but
16 here are my thoughts and, you know, we're
17 going to ask that these bylaws, you know, the
18 proposed bylaws done by the Governance
19 Committee be put on the floor for adoption.

20 Hopefully it will get a second. And
21 then I would probably ask that if there are
22 any amendments to the bylaws be proposed then.

23 Again, now here's my proposal to

1 everyone and it's just a proposal and I want
2 to see what you people would think. Following
3 the motion to amend the bylaws if everyone or
4 most of everyone had the chance to read them
5 and are in agreement, we can bucket all the
6 amendments together in one bucket and pass
7 those with a simple majority.

8 If there are members who really want to
9 ask questions, I am definitely open to do
10 that. So, what we're going to do is we're
11 going to ask that the motion be put on the
12 floor to adopt the bylaws as submitted by the
13 Governance, get a second and then we'll ask
14 for amendments and, again, at that point once
15 we get a second on the amendments we'll have
16 discussion and at that point if people feel
17 comfortable with putting them all in a bucket
18 we can do that. If we want to separate them,
19 we can also do that one by one. It's the
20 wishes of the membership, not my wishes.

21 So, is there a motion to put the main
22 bylaws submitted by the Governance Committee
23 on the floor?

1 MS. BEYER: So moved.

2 MS. RICHARDSON: And Sean Esker has put
3 in the chat that he is also making that motion
4 so I guess --

5 MS. BEYER: I'll second.

6 MS. RICHARDSON: There you go.

7 PRESIDENT MOTTA: Okay. So we got a
8 motion and a second to place the current
9 bylaws submission by the Governance Committee
10 on the floor, so we have a motion and a
11 second.

12 I think we might need time for
13 discussion, unless somebody wants to make a
14 motion to amend them.

15 EXECUTIVE DIRECTOR RIDDLE: Just for the
16 record because it's being recorded, the second
17 was made by Karon Beyer. That just helps for
18 when it gets transcribed.

19 PRESIDENT MOTTA: Okay. Karon Beyer
20 made a second.

21 MS. RICHARDSON: Right.

22 PRESIDENT MOTTA: Is there a discussion
23 on the main motion?

1 MS. RICHARDSON: I see Jim Sadowski has
2 raised his hand. I am allowing him to speak
3 now.

4 PRESIDENT MOTTA: Okay. Jim.

5 MR. SADOWSKI: I just had a couple of
6 questions and on 4.2, and I think that's in
7 the policy, it is directing sanctions to be
8 farmed out to what is defined as an ad hoc
9 disciplinary committee.

10 PRESIDENT MOTTA: Jim, I don't want to
11 interrupt you, but we're doing just bylaws
12 first and we're going to do policy --

13 MR. SADOWSKI: I'm sorry. Okay. So all
14 right. 16.4.6 on the bylaws. I'm just
15 curious as to why that requirement was being
16 deleted.

17 PRESIDENT MOTTA: Which one is that?

18 MR. SADOWSKI: I think it's on an
19 electronic recording requirement.

20 PRESIDENT MOTTA: Okay. As you well
21 know, this one is being recorded right now for
22 -- I mean, there was just not a flavor at this
23 time to keep the recording in place on the

1 internet as the bylaw was proposed.

2 MR. SADOWSKI: So would it -- I think
3 people are interested in hearing what happened
4 and I agree that we don't want to put our
5 things out on the internet for the world, so
6 wouldn't -- I'd offer an amendment to that
7 proposal in that the recording be made
8 available to an organizational member upon
9 request.

10 PRESIDENT MOTTA: So Jim, these are --
11 this entire meeting is going to be transcribed
12 by a -- what do you call them?

13 MS. RICHARDSON: Court reporter.
14 Stenographer.

15 PRESIDENT MOTTA: Stenographer will be
16 transcribing the entire meeting where we send
17 the entire document to every member of this
18 association so you will have a complete record
19 of this meeting sent to you. Does that
20 satisfy it?

21 MR. SADOWSKI: Well, no. I get that,
22 but in the age we're in listening to voice
23 tone and conversation is sometimes helpful for

1 people getting a feel for what people were
2 saying. So look, I don't want to tie up the
3 meeting on this simple issue but, for example,
4 we had a regional meeting a week ago and I
5 think some members wanted to get a copy of the
6 recording so they could go back and listen to
7 it, so I think for transparency purposes
8 making it available I think in that format is
9 something we can easily do and that would just
10 be my suggestion.

11 PRESIDENT MOTTA: Okay. Chaz.

12 MR. BALLISH-REGUEIRO: So Jim, this is
13 Chaz. On the Board of Directors call last
14 night, frankly, I think several of us agree
15 with you, but I think a lot of us, what we
16 wanted to do with this bylaw amendments was to
17 move things from bylaws to policies and we
18 didn't want any monumental changes during this
19 huge movement, so the thought on the Board of
20 Directors was something like this is going to
21 take debate, it's going to take talking.

22 So it's not that I think most of us
23 oppose what you're saying, but we just kind of

1 wanted to get this through cleanly today
2 without making substantive changes like this.

3 You know, we've gone around in all the
4 regional meetings. John has certainly gone
5 around and said there are no major changes,
6 just moving things from bylaws to policies, so
7 that kind of was our thought on why we got rid
8 of that this time with the Governance
9 Committee said they're going to come back next
10 year with those things that are going to be
11 changes to the bylaws rather than moving them
12 over to policies.

13 I hope that answers what several of us
14 on the Board of Directors were looking at when
15 we had this discussion.

16 MR. SADOWSKI: I don't need to make a
17 formal amendment. I just want to make sure
18 that that option is available to our members.
19 I think it's just something that would help
20 them, you know, be able to -- if you couldn't
21 make a meeting.

22 For example, we have board members on my
23 board who can't make the meeting today and

1 just reading a transcript is not the same as
2 just the live interaction that we have. So
3 that's just a suggestion. I'm not going to
4 make a formal amendment to it. I'm not going
5 to oppose it.

6 PRESIDENT MOTTA: Okay. Thank you, Jim.
7 Any other comments?

8 MR. SADOWSKI: You're welcome.

9 PRESIDENT MOTTA: Tony?

10 MR. FALCONE: John, we have on the
11 floor, and I just want to clarify, the measure
12 on the floor is original revision of the
13 bylaws as proposed by the Governance
14 Committee, correct?

15 PRESIDENT MOTTA: Yes. And seconded.

16 MR. FALCONE: So now you need a motion?

17 PRESIDENT MOTTA: To amend.

18 MR. FALCONE: To approve the amendment
19 that the -- or a motion for the amendment that
20 the Board approved last night.

21 PRESIDENT MOTTA: Yes. Recommends.

22 MR. FALCONE: Is that correct?

23 PRESIDENT MOTTA: That is correct.

1 You're making that motion?

2 MR. FALCONE: I'll make the motion that
3 the amendments that the Board approved last
4 night be approved, yes.

5 MR. BALLISH-REGUEIRO: I'll second.

6 PRESIDENT MOTTA: Chaz seconded. Okay.
7 Now we'll open it up to discussion. So, my
8 question to everyone would be do we want to go
9 through these one by one? Did you have enough
10 time to take a look at them? Can we put them
11 all in one bubble and approve them all in one
12 sweep? It's your wishes.

13 MS. RICHARDSON: Janet from North Texas
14 is indicating do them all together.

15 PRESIDENT MOTTA: Okay.

16 MS. RICHARDSON: Peter Pinori had his
17 hand raised. I have given him permission to
18 speak. Sean Esker from Louisiana also agrees
19 to doing them all together.

20 PRESIDENT MOTTA: Okay. Peter?

21 MR. PINORI: I was just going to second
22 the motion. That's all.

23 PRESIDENT MOTTA: Okay. So we've got

1 the motion that Tony made. It's been seconded
2 to do them all in one sweep. Any further
3 discussion?

4 Is there any opposed to approving the
5 amendment --

6 MS. RICHARDSON: Hold on. Hold on. I
7 have got a hand raised. Andy Marion. Hold
8 on.

9 PRESIDENT MOTTA: Okay. Andy, it's all
10 yours.

11 MR. MARION: First, just a quick
12 question. When you're planning to put them
13 all together are you talking about the Board
14 amendments last night or are you talking about
15 the Board amendments with the Governance
16 bylaws?

17 PRESIDENT MOTTA: No. We have to first
18 agree on the Board's amendments from last
19 night, if that is approved, and then we'll
20 take a vote on the submission of the
21 Governance with the amendments.

22 MR. MARION: Okay. If I had just a
23 couple of things, fairly minor things, but

1 more innate things that I wanted to question
2 first, would now be the time or after we vote
3 on the Board amendments?

4 PRESIDENT MOTTA: Well, if you have
5 questions on the amendments, this would be the
6 time. This is under general -- the general
7 amendments.

8 MR. MARION: On the general Governance
9 Committee bylaws.

10 PRESIDENT MOTTA: Okay. So that would
11 be after we pass this portion of it.

12 MR. MARION: Okay. Thank you.

13 PRESIDENT MOTTA: Okay. Anybody opposed
14 to accepting the amendments made by the Board
15 of Directors from last night that were
16 submitted this morning to everyone? Seeing
17 none, it is approved unanimously.

18 **(Motion approved.)**

19 PRESIDENT MOTTA: Now we go on to the
20 main motion which is to accept the Governance
21 Committee's recommendation with the amended
22 version of the Governance. Now you can have
23 the floor, Andy.

1 MR. MARION: Okay. Thank you. Just a
2 couple of quick things that if I'm reading
3 this right could be fixed by simple edits or
4 it could be postponed.

5 The first thing is under Section 4.3,
6 Federation organization members required
7 provisions. It's 4.3.2 is saying that we,
8 USASA, has to abide by Federation Rule 603.

9 PRESIDENT MOTTA: Yes.

10 MR. MARION: I don't believe there is
11 any such thing. I think that should be Policy
12 603.

13 PRESIDENT MOTTA: Okay. Can anybody --
14 I trust what Andy is saying, but does anybody
15 have U.S. Soccer's Bylaws Or Policies that
16 they can verify? Do you have that in front of
17 you, Andy?

18 MR. MARION: I have the Federation
19 policy.

20 PRESIDENT MOTTA: That's what I'm
21 talking about. So you do see it's a policy
22 and not a bylaw?

23 MR. MARION: Yes. Federal policy 603 is

1 on interplay.

2 PRESIDENT MOTTA: Okay. So what you're
3 saying --

4 MR. MARION: If somebody wants to check
5 that to be sure I'm right, but --

6 PRESIDENT MOTTA: That's what I'm
7 saying.

8 MR. MARION: And I'm not even aware of
9 any set of rules from the Federation, anyway,
10 so that sort of jumped out at me.

11 PRESIDENT MOTTA: Okay. I mean, does
12 anybody -- can anybody verify what Andy is
13 saying? Tony Falcone?

14 MR. FALCONE: John, I have a suggestion.
15 This is a minor point. Can we refer this to
16 the Rules Committee for them to check and then
17 they can make the proper correction because
18 this is more of a --

19 PRESIDENT MOTTA: A housekeeping item.

20 MR. FALCONE: Housekeeping, right.

21 EXECUTIVE DIRECTOR RIDDLE: Tony, it's
22 Duncan. Tom Moore is just on the chat
23 section. He said yes, Andy is correct. It's

1 just a typo.

2 PRESIDENT MOTTA: Okay.

3 EXECUTIVE DIRECTOR RIDDLE: So Tony is
4 right.

5 PRESIDENT MOTTA: But we will -- with
6 the membership's permission, we will fix that
7 typo to what Andy has stated. Is everyone
8 okay with that?

9 MR. MARION: Good.

10 PRESIDENT MOTTA: Okay. So we'll just
11 say that's a housekeeping item. Thank you,
12 Andy.

13 MR. MARION: John, I have two other
14 quick things just like that.

15 PRESIDENT MOTTA: Okay.

16 MR. MARION: On that same Page 4 file
17 4.1.5 where it says register with the
18 Federation each seasonal year.

19 PRESIDENT MOTTA: Yes.

20 MR. MARION: It seems to me either
21 seasonal should be struck because USASA no
22 longer has a seasonal year or if we're trying
23 to match something to Federation policies or

1 bylaws, we should have seasonal defined in the
2 definitions because otherwise I don't think
3 it's referred to anywhere else in these
4 bylaws.

5 PRESIDENT MOTTA: So what you're
6 recommending is just strike out seasonal and
7 just leave year?

8 MR. MARION: That makes sense to me,
9 unless we're trying again at least to match
10 something in the Federation bylaws, but if we
11 are then we should define it. Otherwise, I
12 would just strike and say register each year.

13 PRESIDENT MOTTA: Do you want to make
14 that amendment?

15 MR. MARION: Sure. If somebody else on
16 the Governance Committee or Rules Committee
17 knows more about that, but otherwise I would
18 make an amendment just to strike seasonal.

19 PRESIDENT MOTTA: Is there a second?
20 Let me know if you see any hand for a second.

21 MS. RICHARDSON: Tom Moore seconds that.

22 PRESIDENT MOTTA: Tom Moore seconded.
23 Okay. Any other discussion? Okay. Seeing

1 none, is anybody opposed to removing
2 "seasonal" from 4.1.5?

3 MS. RICHARDSON: North Texas, are you
4 seconding or are you opposing? If you are
5 opposing leave your hand up. If you're
6 seconding, please lower your hand. Okay. She
7 left her hand up so -- oh, she has a question.

8 PRESIDENT MOTTA: Okay.

9 MS. RICHARDSON: I have allowed her to
10 talk.

11 MS. CAMPBELL: Yes. So it's the soccer
12 year, right?

13 PRESIDENT MOTTA: Well, a soccer year is
14 a full year, right?

15 MS. CAMPBELL: I'm just saying if we
16 just say each year, that could be
17 misinterpreted, too. I think it's the soccer
18 year. It's not the seasonal year, right?

19 PRESIDENT MOTTA: I think we just keep
20 year.

21 MS. CAMPBELL: If you say year would
22 that allow somebody to interpret it as January
23 to December and others to interpret it as

1 September to August?

2 PRESIDENT MOTTA: Well, our year is
3 January through December, so it would be
4 considered that year.

5 MS. CAMPBELL: Okay. And is that
6 outlined in our bylaws what our year is?

7 PRESIDENT MOTTA: I believe it is. It
8 does state that that is our year. Our fiscal
9 year is January through December.

10 MS. CAMPBELL: Okay. All right.

11 PRESIDENT MOTTA: Okay. Anybody
12 opposed?

13 MR. FALCONE: John, I was going to say
14 to simplify things maybe just say annually.

15 PRESIDENT MOTTA: Okay. Register with
16 the Federation annually the name and addresses
17 of those players. That works.

18 MR. FALCONE: If that would lessen the
19 confusion.

20 PRESIDENT MOTTA: Andy, would you accept
21 that friendly amendment from Tony as saying
22 annually?

23 MR. MARION: From Tony, sure.

1 MS. RICHARDSON: I have one other person
2 who has their hand raised. Mario from New
3 Jersey. Go ahead. You'll need to unmute.
4 Mario, you have permission to speak. We
5 cannot hear you.

6 MR. DE PAOLA: Can you hear me?

7 MS. RICHARDSON: Now we can.

8 MR. DE PAOLA: I am from New York, not
9 New Jersey.

10 PRESIDENT MOTTA: It says Mario from New
11 Jersey, though.

12 MR. DE PAOLA: I know. I am from New
13 York. Mario DePaola.

14 MS. RICHARDSON: Did you have a question
15 or comment, Mario?

16 MR. DE PAOLA: I would say why don't we
17 put calendar year. That will take care of
18 everything.

19 PRESIDENT MOTTA: I think just saying
20 annually takes care of it all, Mario.

21 MR. DE PAOLA: Okay. No problem.

22 PRESIDENT MOTTA: Anybody opposed to the
23 wording saying register with the Federation

1 annually the names and addresses of those
2 players, trainers, managers and administrators
3 registered with USASA.

4 If there's any opposition raise your
5 hand.

6 MS. RICHARDSON: There is none.

7 PRESIDENT MOTTA: There is none, okay.
8 That is added. You have one more, Andrew, or
9 is that it?

10 MR. MARION: Yes. One other thing sort
11 of like this. That is Section 5, USASA
12 membership, and this is the bottom of Page 5.
13 It's saying that the USASA membership open to
14 all soccer organizations, and the bottom
15 paragraph "will not discriminate".

16 By the very nature of us being an adult
17 soccer association we would be in violation of
18 that bylaw because we definitely discriminate
19 by age, so I'm not sure how we should make
20 this fit because where it says at the bottom
21 "we will not discriminate on the basis of
22 race, color, religion, age, gender", well, we
23 definitely do discriminate by age so --

1 MS. RICHARDSON: I would say that we do
2 not discriminate. We set an age limit the
3 same way youth soccer sets an age limit. You
4 can't be 50 and play youth soccer, so it's not
5 a discrimination. It's a limitation because
6 there are other opportunities for those who
7 are under 18.

8 MR. MARION: So if a league says no
9 minor players and a parent walks their 17
10 year-old to play, they can't sue for age
11 discrimination?

12 PRESIDENT MOTTA: No.

13 MS. RICHARDSON: I would not say that
14 they could. I mean, okay, anyone can sue for
15 anything, but they would not be successful.

16 PRESIDENT MOTTA: Yes.

17 MR. MARION: So legally the way you
18 stated this is fine?

19 PRESIDENT MOTTA: Yep.

20 MR. MARION: Okay.

21 MS. RICHARDSON: I just want to clarify
22 I did pull up the U.S. Soccer Federation
23 bylaws. It is actually Bylaw 603 that

1 addresses interplay. There may be a policy on
2 it as well, but Bylaw 603 does address
3 interplay.

4 PRESIDENT MOTTA: Thank you. Anything
5 else, Andy?

6 MR. MARION: No.

7 PRESIDENT MOTTA: Thank you for your
8 comments. Anybody have any other comments on
9 the amended bylaws?

10 MS. RICHARDSON: Yes. Dan Trainor just
11 raised his hand. I'm allowing him to speak.

12 PRESIDENT MOTTA: Of course.

13 MR. TRAINOR: Okay. If we're doing
14 housekeeping, under 6.9.4 --

15 PRESIDENT MOTTA: 6.9.4. Can we go
16 down?

17 MR. TRAINOR: There's some wording that
18 just needs to be removed at the end of the --
19 "Unless the vote is unanimous" is in there
20 twice. It should be a period after each vote.
21 And then drop the last "unless the vote is
22 unanimous".

23 PRESIDENT MOTTA: Okay. I see what

1 you're saying. So you're saying to put a
2 period after "with each vote", period.

3 MR. TRAINOR: Yes.

4 PRESIDENT MOTTA: And take away "unless
5 the vote is unanimous".

6 MR. TRAINOR: Because it starts that
7 way.

8 PRESIDENT MOTTA: It starts that way. I
9 see that. Anybody opposed to that
10 housekeeping change? Seeing none, we'll make
11 that change.

12 Okay. Anybody else have any comments?

13 MS. RICHARDSON: I see no hands raised.

14 PRESIDENT MOTTA: Seeing none, anybody
15 opposed to accepting the bylaws as they were
16 amended by the Board and submitted by the
17 Governance Committee?

18 MS. RICHARDSON: Hold on. Tom Moore
19 just raised his hand. I have given him
20 permission to speak.

21 PRESIDENT MOTTA: Okay.

22 MR. MOORE: Thank you very much. Just
23 clarification. Since Karissa mentioned that

1 there is a Bylaw 603, do you want me to change
2 -- I think we previously agreed the word in
3 there should be policy. We can change it to
4 bylaw or you can allow us offline to verify
5 whether it's bylaw or policy or both and put
6 the appropriate wording in that spot. Just
7 want to be clear on what we're voting on.

8 PRESIDENT MOTTA: Say that again, Tom.
9 I didn't understand what you just said.

10 MR. MOORE: So just a moment. Let me
11 get the reference again.

12 PRESIDENT MOTTA: Yeah.

13 MR. MOORE: 4.3.2.

14 PRESIDENT MOTTA: Okay.

15 MR. MOORE: Where Andy pointed out.

16 PRESIDENT MOTTA: Let's get it. 4.3.2
17 so everybody sees it.

18 MR. MOORE: Where Andy pointed out that
19 the Federation doesn't have rules, they have a
20 bylaw book and a policy manual.

21 PRESIDENT MOTTA: Yep.

22 MR. MOORE: So we I think a few moments
23 ago agreed to change "rule" to "policy", but

1 then Karissa looked up the fact that there is
2 a Bylaw 603 governing interplay, so since I'm
3 currently maintaining the master copy of all
4 of this, I need to know whether you want
5 policy or bylaw or, if appropriate, both in
6 that spot. It's a minor --

7 PRESIDENT MOTTA: We just change it to
8 Federation Bylaw 603 since there is a 603
9 governing interplay. Is that all right?

10 MR. MOORE: Okay.

11 PRESIDENT MOTTA: So instead of
12 Federation Rule, we clean it up and say
13 Federation Bylaw 603.

14 MS. RICHARDSON: I'm seeing assent to
15 that in the chat. I would note that Tim Busch
16 has called the question in the chat.

17 PRESIDENT MOTTA: Tim Busch called the
18 question. All in favor? Anybody opposed?
19 Okay. Does anybody oppose -- wait. Hold the
20 question. No more discussion.

21 Next we go to the vote. Anybody opposed
22 to the amended bylaws that were submitted by
23 the Governance Committee? Anybody opposed

1 raise your hand. Any hands raised?

2 MS. RICHARDSON: No.

3 PRESIDENT MOTTA: Okay. Approved
4 unanimously.

5 **(Amendments to the Bylaws approved.)**

6 PRESIDENT MOTTA: And I want to thank,
7 number one, the Governance Committee for all
8 the hard work they put on this and I have said
9 this many times and I'll say it at this
10 meeting. I have never seen a group of
11 committee members work as hard as the
12 Governance Committee has throughout the last
13 two years to get all this work done and to get
14 us to a place today where we all could agree
15 on a set of bylaws that we're all happy with
16 and now we can move forward with this
17 association to bigger and better things.

18 So with that we'll call on now the
19 policy manual. Is there a motion to accept
20 the policy manual as submitted by the
21 Governance Committee?

22 MS. RICHARDSON: I have two. Tom Moore
23 and Paul Scherer both raised their hands.

1 PRESIDENT MOTTA: So we'll have Paul
2 Scherer make the motion. And who was the
3 second one?

4 MS. RICHARDSON: Tom Moore.

5 PRESIDENT MOTTA: Tom Moore will second
6 it. Okay. Discussion on the policy manual?

7 MS. RICHARDSON: Tom has his hand
8 raised. Go ahead, Tom.

9 MR. MOORE: Sorry. I wasn't quick
10 enough to lower it, but we certainly hope,
11 number one, that you will approve this.

12 Number two, the policy manual is very
13 definitely a work in progress. That's why
14 what we're approving right now is Sections 1
15 through 19 and as the Governance Committee has
16 asked me to previously express, the Governance
17 Committee expects to do some workshops with
18 the Board of Directors and anyone else who is
19 interested in the future over future sections
20 starting with Section 20.

21 We have written sections all through as
22 far as 29 or 30 and there are more to be
23 adopted. Thank you.

1 PRESIDENT MOTTA: Yes. Thank you, Tom.

2 MS. RICHARDSON: All right. Jim
3 Sadowski is next. I'm allowing him to speak.

4 PRESIDENT MOTTA: Go ahead, Jim.

5 MS. RICHARDSON: Jim, you're on mute.

6 MR. SADOWSKI: Sorry. Yeah. My
7 question was under -- and I apologize that I
8 was not able to attend the open forum. On 4.2
9 of the policy. I'll wait until you get there.

10 PRESIDENT MOTTA: There we go.

11 MR. SADOWSKI: So I wasn't sure of the
12 reasoning behind farming out to the
13 disciplinary committee this decision. For
14 consistency sake, doesn't it make sense that
15 the committee would make a recommendation to
16 the Board of Directors and the Board of
17 Directors would ultimately have the authority
18 about what sanction to impose?

19 And again, for just consistency of
20 decisionmaking on discipline. To me I was
21 just trying to get maybe from Tom or Paul or
22 whoever has the answer why choosing an ad hoc
23 committee in this circumstance was the way to

1 go.

2 MS. RICHARDSON: Tom or Paul, if either
3 of you have comment, raise your hand and I can
4 easily give you permission to speak. All
5 right. I have got Tom. Go ahead.

6 MR. MOORE: So my recollection is a
7 little bit vague, so perhaps other members of
8 the Governance Committee can comment on this,
9 but I think that provision came from existing
10 policy somewhere.

11 I'm making a comment here. This came
12 from 2019 Bylaw 221. I do not recall that we
13 made any changes to that. I can't absolutely
14 guarantee that we didn't do some happy to
15 glad, but conceptually I don't recall us
16 weighing in on that in terms of recommending
17 any sort of change.

18 MR. SADOWSKI: I don't recall, Tom,
19 being in the existing USASA policies or bylaws
20 that particular 4.2, so I would suggest that
21 whenever we --

22 PRESIDENT MOTTA: Do you want to amend
23 that?

1 MR. SADOWSKI: So I think if we added
2 the word initially after the word shall, so
3 determination of such sanctions shall
4 initially be made by an ad hoc disciplinary
5 committee for this purpose, and then the
6 committee shall recommend the instead of
7 determine the nature and timing of any such
8 sanctions and then after that sentence,
9 subject to approval by the Board of Directors.

10 The Board of Directors is the national
11 body and they're the people we put in charge
12 of the overall functioning of the
13 organization, so I think farming it out to a
14 committee is a good idea of getting more
15 people involved, but ultimately I think the
16 National Board of Directors should be the one
17 to make the decision.

18 I think we need a consistency in
19 decisionmaking over time.

20 PRESIDENT MOTTA: I can support that,
21 Jim. Okay. Does anybody have any comments to
22 make? Are you making a formal motion, Jim?

23 MR. SADOWSKI: Right. So determination

1 of sanctions shall be --

2 PRESIDENT MOTTA: You said shall
3 initially be made.

4 MR. SADOWSKI: Initially be recommended.
5 So instead of "shall be made" we replace those
6 three words with "initially be recommended".
7 And then you can -- the rest of the sentence
8 is fine and then "the committee shall", and
9 then we just add the word "initially" before
10 "determine" and then just put a comma at the
11 end of that second sentence. "Subject to the
12 approval of the Board of Directors".

13 PRESIDENT MOTTA: Okay. Is there a
14 second to Jim's motion? Do you see any hands
15 for a second?

16 MS. RICHARDSON: I don't. Oh, yes.
17 John Mitchell just raised his hand.

18 PRESIDENT MOTTA: Okay. Is there any
19 discussion around this motion?

20 Can somebody mute themselves? I don't
21 know who that is. I think it is Tom Moore.
22 Tom, can you mute yourself? Is it Tom?

23 EXECUTIVE DIRECTOR RIDDLE: Jim, can you

1 mute yourself?

2 MS. RICHARDSON: I think it's Jim.

3 MR. SADOWSKI: Just mute me, Karissa. Go
4 ahead and mute me.

5 PRESIDENT MOTTA: Okay. So there was a
6 motion made by Chaz. Seconded by John
7 Mitchell. There's no other discussion.
8 Anybody oppose this amendment?

9 Nobody opposes, so unanimously approved.

10 **(Motion passed.)**

11 PRESIDENT MOTTA: Anything else, Jim?

12 MR. SADOWSKI: Yes. Am I still on? I
13 have one other question.

14 PRESIDENT MOTTA: Yes. Go ahead.

15 MR. SADOWSKI: This goes to 2.3.5.5.

16 PRESIDENT MOTTA: Okay.

17 MR. SADOWSKI: So I'm totally in favor
18 of the 2.3.5.5 because we obviously had that
19 problem years ago where there wasn't a waiver
20 in place and it cost us a bunch of money and
21 litigation and grief, but it seemed to me that
22 this audit power might be more appropriately
23 used in other occasions.

1 For example, and I'm not saying -- I'm
2 not directing this to any state association in
3 particular, but if there's a state association
4 that just goes down the tubes, it's a total
5 train wreck, didn't do waivers, didn't pay
6 their fees, I think it would be helpful for
7 the organization to have the power to have a
8 little more of an expensive audit authority
9 than just checking to see if they got the
10 player waivers, so my amendment would be to
11 add after the word "policy", so
12 "Organizational members may be audited to
13 ensure the requirements of this insurance
14 waiver policy", and then I would add just
15 simply "and policy", and you'll have to scroll
16 up a little bit, "2.3.2."

17 So if you just scroll up a bit, just
18 scroll up on the screen whoever is control of
19 the screen sharing. Scroll up just a little.
20 The other way. There you go. Keep going.

21 So 2.3.2 is basically the rule that says
22 you got to pay your fees on time. So I think
23 it would be helpful should it come to pass if

1 there's an association that's a train wreck,
2 that in addition to having this audit power
3 over just the waivers that there also be an
4 audit power over player registration and fees.

5 And so if you just added the words "and
6 Policy 2.3.2" in the place that I said, then
7 you would allow an audit committee to be
8 established for the greater purpose.

9 PRESIDENT MOTTA: Okay. Is there a
10 second to that motion?

11 MS. RICHARDSON: Yes. Tim Busch has
12 seconded in the chat.

13 PRESIDENT MOTTA: Tim Busch seconded.
14 Any discussion on that amendment? Tom Moore?

15 MR. MOORE: Am I unmuted?

16 PRESIDENT MOTTA: Yes.

17 MR. MOORE: Yes. Thank you. So we've
18 tried to avoid putting specific references to
19 specific section numbers into the body of text
20 because when numbers get changed -- all the
21 numbering is more or less automated here.

22 When numbers get changed sure as
23 shooting at some point in the future you're

1 going to miss that reference so, Jim, is there
2 a different way we can make reference to the
3 fee issue? I have no objection to
4 incorporating it, but can we put some
5 wording --

6 MR. SADOWSKI: Yeah. That's a great
7 point and instead of saying "and Policy
8 2.3.2", we can say "and player registration
9 information and fees".

10 MR. MOORE: How about "and the policies
11 on player information registration and fees"?

12 MR. SADOWSKI: You can do it that way,
13 too. "And the policies on player registration
14 and fees". That would work just perfectly and
15 it would solve your issue which is a good
16 point.

17 PRESIDENT MOTTA: Okay.

18 MS. RICHARDSON: Tim Busch agrees to
19 that change and he would second it again.

20 PRESIDENT MOTTA: Okay. Very good. So
21 any discussion?

22 MS. RICHARDSON: Janet, North Texas.
23 I'm allowing her to speak.

1 MS. CAMPBELL: Yes. It just seems like
2 that's in the wrong place, you know. If
3 you're talking about auditing your
4 registration fees that should be in 2.3.2,
5 shouldn't it, and not in 2.3 or -- yes. 2.3.2
6 and not under the insurance liability waiver
7 forms.

8 MR. MOORE: Janet, I agree that we can
9 create a whole new provision within the
10 registrations added, but I think for
11 simplicity of this meeting that just including
12 that -- it's a general rule. Sometimes titles
13 don't control whether a provision -- there's
14 sometimes provisions in like commercial
15 agreements that say the title of something is
16 not controlling as to the intent or the
17 purpose.

18 I agree with you that 2.3.5 seems to
19 reference all insurance liability stuff, but I
20 don't think that that would result in any
21 problems if we just kept it where it is.

22 MS. CAMPBELL: I would just never look
23 under there for the ability to audit the

1 registration information, so it just seems to
2 be misplaced but --

3 MS. RICHARDSON: If I can suggest if we
4 put it there for now then we can work on a
5 revision for 2.3.2 for the next meeting.

6 MR. MOORE: Or alternately, since I
7 think the members of the Governance Committee
8 understand the concept, the National Council
9 could charge us with creating -- putting in
10 language into a separate section about audits.
11 That's up to the council.

12 MR. SADOWSKI: I think procedurally the
13 easiest way to do it is as Karissa suggests is
14 to just throw it in 2.3.5.5 and then you guys
15 have discretion to correct it as a
16 housekeeping matter.

17 PRESIDENT MOTTA: And the Board of
18 Directors have the authority to do that since
19 it's a policy and then we bring it back for
20 next year.

21 MS. CAMPBELL: That works. That works.
22 I just searched bylaws or policies or bylaws
23 for certain things and if it's not in the

1 right place you're not going to find it, so
2 that's why.

3 PRESIDENT MOTTA: Well, we'll fix it,
4 Janet. That's a good point.

5 MS. RICHARDSON: Sorry. I had hit
6 remove a little too fast. Sorry, Janet.
7 Peggy has raised her hand.

8 PRESIDENT MOTTA: Who?

9 MS. RICHARDSON: Peggy. Go ahead,
10 Peggy. You are on mute. Peggy? There you
11 go.

12 MS. POLLEY-GRIZZLE: All right. On your
13 previous policy 2.32 you listed the required
14 fees and the remittal funds that you request
15 that you do are listed on that form, but you
16 took it out of the policy and there's no other
17 place that it's in -- it went no place else.
18 So what are you doing with that? It's a
19 policy, not a bylaw.

20 PRESIDENT MOTTA: Tom?

21 MR. MOORE: I'm not fully understanding
22 the question. Are you concerned that -- are
23 you concerned about the dollar value of

1 specific types of player registrations?

2 MS. POLLEY-GRIZZLE: Yes. Yes, I am
3 because you make the state affiliations seem
4 very specific and the previous 2.2.1 as well
5 as the league's affiliates, but when you come
6 over here to player fees on my sheet for this
7 year I have one, two, three, four, five
8 different registration player fees.

9 We have to have some kind of policy that
10 we show our members what we're being charged.

11 MR. FALCONE: I can answer that.

12 PRESIDENT MOTTA: Go ahead.

13 MR. FALCONE: Actually, player fees and
14 actually even the association fees are
15 actually a function of the budget, so when we
16 do our budget that's when we determine the
17 fees annually as opposed to being a permanent
18 policy.

19 Does that answer your question?

20 MS. POLLEY-GRIZZLE: No because you base
21 your player fees on the previous year's
22 players, correct?

23 PRESIDENT MOTTA: No.

1 MS. POLLEY-GRIZZLE: No?

2 PRESIDENT MOTTA: No. We base the fee
3 based on budget.

4 MS. POLLEY-GRIZZLE: Okay. And the fee
5 for the budget for each player is?

6 PRESIDENT MOTTA: Well, right now we got
7 our \$15 for a competitive and for rec. It
8 goes right down the line, correct?

9 MS. POLLEY-GRIZZLE: Correct, but it's
10 not in the policy.

11 MR. FALCONE: It's not a policy. It's a
12 budget item, not a policy item.

13 MR. MOORE: Peggy, here's how it's
14 handled here. If you look in 2.3.4, the
15 policy requirement is that the Board of
16 Directors for various categories of players as
17 part of the annual budget process determine
18 those player fees and then publish them in the
19 annual budget document.

20 So, I don't recall exactly who the
21 advocates were for not having specific player
22 fees in the policy manual, but having them be
23 part of the annual budget document, which the

1 only body that is part of USASA that can
2 approve the budget is the National Council.

3 So, you would see all of those fees in
4 the budget document at every AGM for the
5 upcoming year.

6 PRESIDENT MOTTA: Right. That's
7 correct.

8 MR. MOORE: Does that answer it for you
9 adequately, Peggy?

10 MS. POLLEY-GRIZZLE: It's fine.

11 MR. MOORE: Thank you for the question.

12 MS. RICHARDSON: One more comment on
13 this from Tim Busch. I have allowed him to
14 speak now.

15 MR. BUSCH: Thank you. As one of the
16 three states in the last 40 years that has
17 been audited by USASA, and in answer really to
18 Peggy's question, if you have to go through
19 your player registration, we had previous
20 discussion about having to change numbers all
21 the time. The fees change because the
22 National Council chooses to do that, so I'm
23 very much in support of having some compliance

1 with the registration and other membership
2 issues and so, again, I don't -- if you have
3 people who play indoor, they play walk soccer
4 like they do in my state, that all comes as
5 part of the compliance process and so I don't
6 think it belongs in the policies.

7 PRESIDENT MOTTA: Thank you, Tim. Any
8 other comments?

9 MS. RICHARDSON: Yes. Richard Groff has
10 asked a question regarding the status of the
11 conflict of interest policy.

12 PRESIDENT MOTTA: Well, let's get
13 through this first.

14 MS. RICHARDSON: I think I am through
15 that and thus, Dave, if you're asking or want
16 a comment about the fee issue leave your hand
17 up. If you do not, please lower your hand and
18 then re-raise it.

19 Okay. He has a different comment. I
20 have no other comments regarding the fee issue
21 right now.

22 PRESIDENT MOTTA: Okay. Since there are
23 no comments, there was a motion and a second.

1 The motion was made by -- who made that
2 motion? I forgot.

3 MS. RICHARDSON: I don't remember.

4 PRESIDENT MOTTA: Was it Jim?

5 MS. RICHARDSON: Yes, Jim. And then
6 seconded by Tim.

7 PRESIDENT MOTTA: Yes, okay. So no more
8 discussion. Anybody oppose that amendment
9 made by Jim Sadowski?

10 MS. RICHARDSON: James Bolinger has
11 raised his hand.

12 PRESIDENT MOTTA: Is he voting no?

13 MS. RICHARDSON: I believe so.

14 PRESIDENT MOTTA: Okay. Well, it wasn't
15 unanimous, but it is approved. Okay.

16 MS. RICHARDSON: Then as I mentioned,
17 Richard Groff asked a question regarding the
18 status of the conflict of interest policy.

19 PRESIDENT MOTTA: The conflict of
20 interest policy was approved by the Board of
21 Directors and we also signed the current
22 conflict of interest. Is it not in the
23 policies?

1 MR. MOORE: It is in the draft policy
2 manual. However, it is Section 29 or 30 and
3 collectively we chose for this meeting to only
4 present the first 19 because some of the -- in
5 particular, some of the policies in the mid
6 20s are new and require probably more
7 deliberation and thought on the part of the
8 NBOD.

9 PRESIDENT MOTTA: Is there a way to
10 bring the conflict of interest policy into
11 this policy manual as maybe number 20?

12 MR. FALCONE: Not necessary, John.

13 PRESIDENT MOTTA: No?

14 MR. FALCONE: We approved the conflict
15 of policy manual, so leave it as a standalone
16 policy and that is part of this policy manual
17 and then insert it when we finish --

18 PRESIDENT MOTTA: All right.

19 MR. FALCONE: -- putting everything
20 together, but that conflict of policy still is
21 as it existed.

22 PRESIDENT MOTTA: Okay.

23 MR. MOORE: Tony is correct. If you

1 really want to make sure you've dotted all the
2 I's and crossed the T's, since we didn't
3 present it to the National Council today for
4 ratification, at the next Board of Directors
5 meeting you could readopt it and then it would
6 come up at the next AGM for ratification as
7 part of the policy manual.

8 MR. BALLISH-REGUEIRO: I'm going to
9 disagree with Tom. I think when we're done
10 with this particular policy manual the
11 appropriate time to look at that, which we
12 certainly could do today if someone wanted to,
13 would be when it comes to approving the
14 actions of the Board.

15 PRESIDENT MOTTA: Yes.

16 MR. BALLISH-REGUEIRO: It's a separate
17 action of the Board. We could easily get
18 through it today. We already signed it and
19 approved it, but I think the point is get
20 through this first and when it comes to that
21 time that would be the appropriate time to
22 pull it up.

23 PRESIDENT MOTTA: Yes, which is right

1 after this.

2 MR. MOORE: So Chaz, I don't completely
3 disagree, but did we actually provide a copy
4 of that conflict of interest policy to the
5 National Council if we're going to ask them to
6 ratify it? That's my only concern.

7 MR. BALLISH-REGUEIRO: Oftentimes when
8 approving actions of the Board, especially
9 policies, you don't have to necessarily
10 provide a copy, but I'm sure I can email one
11 to John right now. If someone wanted to look
12 at it in detail we could pull it up today.

13 MR. MOORE: Yeah. It's a decent policy
14 that NBOD has approved.

15 PRESIDENT MOTTA: Yes. I think Chaz is
16 correct that if calling and ask for the
17 National Council to ratify and approve the
18 actions of the Board. That was one of the
19 actions. If they approve the actions of the
20 Board which is a conflict of interest policy,
21 then it goes into effect immediately so we can
22 somehow add it to the policy manual.

23 MS. RICHARDSON: I have given Paul

1 Scherer permission to speak. He had his hand
2 raised as part of this discussion.

3 PRESIDENT MOTTA: Go ahead, Paul.

4 MR. SCHERER: Yeah. I just wanted to
5 make sure that everybody understood that it is
6 absolutely correct what Chaz was saying, that
7 the Board has already approved that policy,
8 moved on that policy and so after this is
9 over, this section is over, and we go into
10 where you approve the actions of the Board, it
11 would be accepted then and we could certainly
12 add it later. Thank you.

13 PRESIDENT MOTTA: Thank you, Paul. Any
14 other discussion?

15 MS. RICHARDSON: Dave Laraba, did you
16 have another question you wanted to raise?
17 All right. I'm giving him permission to
18 speak.

19 MR. LARABA: Yeah. If you could go down
20 to 4.6, that section seems to me to be in
21 direct conflict with the U.S. Soccer policies
22 on referee abuse and assault and I just -- you
23 know, we've had these discussions before and

1 we may not like the Federation policies, but
2 they are what they are.

3 MR. MOORE: Dave, can you provide a
4 specific reference to the Federation policy?
5 There was substantial discussion on this
6 particular issue as to who should adjudicate
7 USASA league-occurring referee assaults.

8 MR. LARABA: I can't right now, but the
9 Federation policy basically puts the
10 discipline of someone accused of referee
11 assault to wherever they are a registered
12 player or coach or whatever, either a state
13 association or a member.

14 For instance, if we have a West Virginia
15 person that is in Pennsylvania West and
16 commits referee assault, that goes back to
17 West Virginia, so the leagues are not included
18 in the Federation, but I can get that and get
19 that to you. I just can't do it right now.

20 MS. RICHARDSON: So it's Policy 531-9,
21 misconduct toward game officials. What that
22 indicates in Section 4 is that the
23 jurisdiction -- it says, "When an amateur or

1 professional player, coach, manager, club
2 official, game official assaults or abuses a
3 referee, the original jurisdiction to
4 adjudicate the matter shall vest immediately
5 in the responsible organization member which
6 is affiliated with the Federation."

7 So I guess I'm not sure that that
8 precludes USASA from being the responsible
9 organization member.

10 MR. FALCONE: Can I answer that?

11 PRESIDENT MOTTA: Go ahead, Tony.

12 MR. FALCONE: In the case of our
13 national leagues, our USASA leagues, they
14 register directly with USASA, not through a
15 state association, so the appropriate
16 jurisdiction would be USASA.

17 PRESIDENT MOTTA: Right.

18 MR. FALCONE: I'm not sure. It looks
19 like there was some added language about ad
20 hoc disciplinary committees. The current
21 practice when we've had these matters come up
22 before is that the president appoints a
23 committee, a hearing committee, to do the

1 hearing concerning this on behalf of USASA.

2 Now, that could include members from
3 that particular league, but the jurisdiction
4 lies with USASA. USASA is responsible to
5 administer the hearing and take whatever
6 disciplinary actions necessary, just as a
7 state association would be, but since the
8 player is not registered with the state
9 association, in those cases the appropriate
10 member is USASA. And I think that's what this
11 is covering.

12 MS. RICHARDSON: Dave, you still have
13 permission to speak.

14 MR. LARABA: That's fine. As I have
15 said to some of you before, I disagree with
16 that but, you know, what do I know? I have
17 only been doing that for 30 years, so good
18 luck and God bless.

19 MS. RICHARDSON: Missouri has raised
20 their hand. I'm giving them permission to
21 speak.

22 MR. KOLLMEYER: A quick comment on that.
23 The state association, the state amateur

1 association has always adjudicated that with
2 the leagues that are registered under them.
3 If it occurs in one of those leagues,
4 Federation mandates that it be reported to
5 them and to the SRA, which I am the SRA, so in
6 that case the KC has to form a committee and
7 go through the hearing procedure the way the
8 Federation mandates them, but I don't
9 understand here, this 4.6 indicates that
10 almost that any assault or abuse would have to
11 be reported to USASA directly first, but that
12 not the case at all the way it's applied.

13 MR. FALCONE: Let me explain it easier.
14 This would be dealing with UPSL, NPSL and any
15 other USASA --

16 MR. MOORE: WPSL.

17 MR. FALCONE: WPSL and any other USASA
18 league.

19 MR. KOLLMEYER: I don't see that context
20 anywhere.

21 MR. FALCONE: Excuse me?

22 MR. KOLLMEYER: I don't see that context
23 you're mentioning anywhere in 4.6. It only

1 applies to those certain circumstances.

2 MS. RICHARDSON: It says when a referee
3 assault or other incident occurs in a game
4 sanctioned by a USASA league.

5 PRESIDENT MOTTA: League.

6 MR. FALCONE: So if the league comes
7 under the state association the jurisdiction
8 does stay with the state association.

9 PRESIDENT MOTTA: Always, right.

10 MR. KOLLMEYER: If that's what it means
11 that's fine.

12 PRESIDENT MOTTA: Yes.

13 MS. RICHARDSON: Missouri, can you state
14 your name for the record.

15 MR. KOLLMEYER: Jeff Kollmeyer.

16 MS. RICHARDSON: Thank you.

17 MR. KOLLMEYER: And it's spelled K-O-L-L,
18 not K-O-H-L.

19 MS. RICHARDSON: Thank you. I have Dave
20 Laraba back. Giving him permission to speak.

21 MR. LARABA: Yeah. I just think that
22 that section needs clarity. I think it can be
23 confusing and I think in areas of referee

1 abuse, especially assault, we don't want any
2 issues that would maybe lead the Federation to
3 overturn a case where someone has been
4 disciplined and the Federation finds that it
5 hasn't been done according to their policy, so
6 I would urge extreme caution with this section
7 and then I might, you know, even say
8 discussion with Greg Fike and Kathy Zolad who
9 is the chair of our National Appeals Committee
10 to make sure that if a person is disciplined
11 under this policy that it could be sustained
12 at the Federation because there is nothing --
13 I will tell you this -- that any of us who
14 deal with this issue hate more than to turn
15 somebody that's done referee assault loose
16 because a state or an organization screwed up
17 the procedures.

18 PRESIDENT MOTTA: Dave, this is John. I
19 agree with you, so what I'll commit to is
20 exactly what you said. We can pass it as is,
21 but we will take that into immediate
22 discussion either via our Referee Committee or
23 the Board and I will get, you know, Greg

1 Fike's interpretation to this one policy and
2 how it might be cleaned up and we'll bring it
3 to the Board of Directors for cleanup. Is
4 that okay?

5 MR. LARABA: That's fine with me, John.

6 PRESIDENT MOTTA: Okay, Dave. Thank
7 you. Thanks for bringing that up. You're on
8 mute, Karissa.

9 MS. RICHARDSON: Sorry, because my dog
10 is getting antsy. I just gave Janet from
11 North Texas permission to speak.

12 MS. CAMPBELL: I just have a question
13 for clarification here. When it says that
14 USASA -- a league -- a game sanctioned by a
15 USASA league, so a league that takes place
16 within North Texas under the North Texas, you
17 know, I guess membership, is that not
18 considered a game sanctioned by a USASA
19 league?

20 MR. MOORE: No. USASA leagues are
21 defined and the only ones we have are the
22 NPSL, UPSL and WPSL at the moment I believe.

23 MS. CAMPBELL: I think that's where

1 the --

2 MR. MOORE: Where confusion is coming
3 from?

4 MS. CAMPBELL: Or the discomfort is
5 coming from because --

6 PRESIDENT MOTTA: We'll get it cleaned
7 up.

8 MS. CAMPBELL: Sounds great.

9 PRESIDENT MOTTA: Okay. Any other
10 comments because there was no actions taken on
11 this one.

12 MS. RICHARDSON: Nobody else with their
13 hand raised.

14 PRESIDENT MOTTA: Okay. So we have a
15 motion and a second to approve these policies
16 as we amended them today, amended them today.
17 Is there anybody opposed to adopting these
18 policies?

19 Seeing none, they're unanimously
20 approved and, again, thanks everyone for the
21 discussion, the points. I think the process
22 today went very well. We got some good input
23 from the membership. I hope everyone feels

1 good where we ended up today. I know I feel
2 good and I hope everybody else does.

3 **(Motion passed.)**

4 PRESIDENT MOTTA: So with that we'll
5 move on to ratification of the Board's actions
6 since our last AGM. Is there a motion to
7 approve the actions of the Board?

8 MS. RICHARDSON: Tim Busch has raised
9 his hand as has Dave Laraba. Those were the
10 first two.

11 PRESIDENT MOTTA: Okay. So motion made
12 by Tim Busch. Seconded by Dave Laraba. Any
13 discussion on the actions of the Board?

14 MS. RICHARDSON: Tim Busch, Jim Keller,
15 if you do not have discussion please lower
16 your hand. Andy Marion. I'm giving him
17 permission to speak.

18 MR. MARION: A question of procedure.
19 I'm not sure what is normal to this. I mean,
20 approving actions of the Board, would it make
21 sense to at least have a list of those actions
22 that we're approving? Otherwise, I have no
23 idea what I'm voting on.

1 PRESIDENT MOTTA: They are in the
2 minutes that are approved every month.

3 MR. MARION: The Board minutes?

4 PRESIDENT MOTTA: Yep.

5 MR. MARION: So again, I don't know what
6 Roberts Rules or anybody else has as standard.
7 That may be fine, but then you're asking
8 everybody to go through all of the Board
9 minutes for the whole year and figure out what
10 was passed.

11 Wouldn't it help in the future just to
12 have a list of what we're talking about? That
13 would make it easier for everybody.

14 PRESIDENT MOTTA: We can take that into
15 consideration. I mean, I think so. I don't
16 see the issue. I see no problem with doing
17 that, but we don't have them for today, Andy.

18 MR. MARION: Okay.

19 PRESIDENT MOTTA: Okay. Any other
20 comments? Seeing none, anybody opposed to
21 ratifying the actions of the Board?

22 Seeing none, unanimously approved.

23 **(Motion passed.)**

1 PRESIDENT MOTTA: Okay. So I think
2 we've covered all the business for today. And
3 again, thanks everyone for your patience.
4 Thanks, everyone for the hard work. It was
5 painful at some times but, you know, we put
6 our heads together, we got it done and now we
7 move forward.

8 So again, my sincere thank you to the
9 Board, to the Governance Committee, the Rules
10 Committee and then finally all the members who
11 approved everything today. I truly appreciate
12 it.

13 With that, now we go on to elections and
14 we do have four elections I believe that we
15 need to do today. The first one would be the
16 Independent Director and currently we got
17 Brett who is our Independent Director on the
18 Board.

19 Our bylaws state that there is a maximum
20 of three terms. Brett has served two terms
21 with the Board, so this would be his last term
22 as an independent director on our Board. The
23 Board recommends his approval or his

1 reelection to the Board of Directors.

2 Anybody opposed? Seeing none,
3 congratulations, Brett. Approved to another
4 term with us. I thought after this whole
5 process you would have said no, but thanks for
6 stepping up again, Brett.

7 Next we do have the office of the
8 At-Large Member and we have one candidate who
9 has announced who is Chaz Ballish who is
10 seeking re-election to the Board. Seeing
11 there was no opposition to Chaz, we'll say
12 that Chaz is re-elected by acclamation.
13 Congratulations, Chaz.

14 And the next one would be the office of
15 Treasurer of USASA and Lori has again stepped
16 up to for re-election as our treasurer. She's
17 done a great job, in my opinion, as our
18 treasurer. And seeing there was no opposition
19 to Lori, we again will vote her in for
20 re-election by acclamation, so congratulations
21 to Lori.

22 And the last election is the one that
23 was contested which is for vice president and

1 we had two candidates, Richard Moeller, the
2 incumbent vice president and Richard Groff who
3 was a past president of USASA who would like
4 to seek election as vice president.

5 So that was a contested election and I
6 believe the elections -- the voting ended
7 about 15 minutes into this Board meeting, so
8 with that, I will turn it over to whoever was
9 monitoring the elections for the results.

10 EXECUTIVE DIRECTOR RIDDLE: John, Nick
11 will put up on screen the percentage in a
12 second. It's just coming through.

13 **(Election results displayed on screen.)**

14 PRESIDENT MOTTA: Well, congratulations,
15 Richard Groff. And with that I want to thank
16 Richard Moeller for everything that he has
17 done for USASA. It was an honor working with
18 you, Richard. We always were hand in hand
19 when we went to the Federation and agreed on
20 everything, so you will be missed but you will
21 not be forgotten. That's for sure.

22 So with that, Richard, I want to
23 sincerely thank you for your service to USASA.

1 We will use you as we go forward and, Richard
2 Groff, again, welcome back. I'm looking
3 forward to working with you as our new vice
4 president and, you know, all the work will
5 begin tomorrow I guess.

6 So with that, we go on to Good of the
7 Game.

8 MS. RICHARDSON: John, I did add Richard
9 for him to say a few words if he'd like to.

10 PRESIDENT MOTTA: Richard Moeller,
11 Richard Groff or both.

12 MS. RICHARDSON: Richard Groff. I'm
13 sorry.

14 PRESIDENT MOTTA: Richard Groff.

15 MR. GROFF: Karissa, am I able to be
16 heard?

17 PRESIDENT MOTTA: Yes.

18 MR. GROFF: Well, I'm very honored and I
19 do want to thank all the members of U.S. Adult
20 Soccer for electing me as your vice president.
21 I'm committed to your organization and
22 together with the Board and with each of you
23 we will move forward.

1 I also want to thank Richard Moeller.
2 He did an excellent campaign. It was very
3 positive. I was very honored to be in that
4 and, Richard, my prayers and I think of your
5 mom all the time, and good luck to you.

6 PRESIDENT MOTTA: Okay. Richard, I
7 don't know if you want to say anything. You
8 don't have to.

9 MR. MOELLER: I would say, first of all,
10 thank you, Richard, for your comments and
11 congratulations to you. This was definitely a
12 race that was going to have a winner with the
13 name of Richard, so that's a win.

14 You're in good hands. I'll be around for
15 anything anybody needs, but I want to thank
16 everyone for your support and your friendship,
17 your relationships and all the hard work
18 everyone has done as I was your vice president
19 for the last four years.

20 So thank you very much and let's go
21 USASA.

22 PRESIDENT MOTTA: Thank you, Richard.
23 Next I guess we're down to Good of the Game.

1 If anybody has anybody for Good of the Game
2 raise your hand. Tony?

3 MR. FALCONE: Yes. So I'd first like to
4 thank Michigan State Soccer Association and
5 Region III for hosting the championships of
6 the regions this year. It was a very good
7 tournament that we held in the middle of
8 August.

9 I'd like to congratulate the champions
10 from Region I. Landsdowne Yonkers not only
11 won the Amateur Cup, but also the Werner
12 Fricker Cup, so they did a national cup
13 double.

14 In the over 30 championship for the
15 Gerhard Mengel Cup we have the ASE New Stars
16 from South Texas. In the Over 40 cup, TB
17 International from Florida and then as part of
18 the tournament that weekend we hosted the
19 USASA Women's championship or USASA Women's
20 Amateur Cup, and congratulations to the
21 Rockford Raptors from Illinois as champions.
22 I want to put that on the record.

23 PRESIDENT MOTTA: Thank you, Tony.

1 MS. RICHARDSON: Tim Busch is next.

2 Tim, you have permission to speak.

3 MR. BUSCH: Thank you very much.

4 There's tons of people to thank. I want to
5 thank John Motta and the work of the folks
6 that represented us in the discussions with
7 the Federation. Tough stuff. You guys came
8 back with I think a very reasonable proposal.

9 I thank both Richards, Richard Moeller
10 for his service, Richard Groff for his
11 willingness to work with us.

12 And I wanted to share that in addition
13 to my role as a state president, I'm one of
14 the adult -- one of the eight adult
15 commissioners and working with John and with
16 Richard we reached out to the adult or to the
17 Athlete's Council and had a joint meeting
18 about three weeks ago and I thought that was
19 incredibly positive and I think we have to do
20 more of that because we all kind of get in our
21 own little silos and, you know, keep doing the
22 same things we've always done, but I thought
23 that started some really good conversations

1 with folks.

2 And then lastly, I want to chat just for
3 a second about the proposal of a strategic
4 meeting because I've been through two of them
5 in the last somewhere between ten and 15 years
6 and I think they're very valuable, but we have
7 to change.

8 If you're not convinced by the change at
9 the Federation level where we have all new
10 leadership, all new staff, the work that we'll
11 see when we finally have the extraordinary
12 meeting will prove it to you. We're not going
13 to stay in business if we keep doing things
14 exactly the same way, so I support the concept
15 of a strategic meeting, but I'm asking for
16 courage on the part of the membership to look
17 at what you do and look at the possibility of
18 changing things and setting up a new paradigm,
19 a new pattern for our association.

20 With that, thank you everybody.

21 PRESIDENT MOTTA: Thank you, Tim, for
22 those words. Thanks. Anybody else?

23 MS. RICHARDSON: I have Dyann with her

1 hand raised. Dyann, you have permission to
2 speak.

3 MS. PUGLIESE: I would just like to say
4 on behalf of Michigan, we were able to host
5 the Champions of Regions financially as well
6 as locally because of the funds that we've
7 received from the international games that
8 have been played in our state and I want to
9 make that point because so many states do not
10 get the international game funding and we were
11 -- in Michigan our state board voted to take
12 that funding from the international games and
13 give it back to USASA to reinstitute the
14 Champions of Regions Tournament and I think
15 that says a lot for our state board.

16 PRESIDENT MOTTA: Thank you very much
17 for that, Michigan. If you want to give us
18 some more, we'll take it. Don't be shy.

19 MS. RICHARDSON: Anybody else with Good
20 of the Game?

21 PRESIDENT MOTTA: I have got one and I
22 forget to put it in my report, but the Board
23 during our meeting yesterday has voted on

1 holding the Soccer Fest next summer in
2 Chattanooga. So that is an announcement that
3 we'll be making very soon publicly, but it's
4 not a secret anymore, so if you know of any
5 teams that would like to participate you can
6 definitely let them know we're going to
7 Chattanooga in 2022.

8 And I just want to say one more thing.
9 I want to echo what Tim Busch said about the
10 meeting with the Athlete's Council. I want to
11 thank Tim, first of all, because he actually
12 at one of our quarterly commissioner's meeting
13 brought that idea up that maybe we need to
14 reach out to them and start interacting with
15 them a little bit more, so I reached out to
16 Chris Ahrens, the chairman, and he gracefully
17 accepted that we get together on a Zoom call
18 with the Athlete's Council and our council and
19 I invited all our Board members.

20 Those who could attend attended, but it
21 was a very productive meeting. They got to
22 understand who we are and understand what
23 USASA is all about. They gave our

1 commissioners a time to understand who they
2 are and who is involved and, I mean, they had
3 very good representation from the Athlete's
4 Council which I was surprised.

5 They even had Guzan, the national team
6 goalie and the goalie from Atlanta who was on
7 the call with us and they asked some very good
8 questions and we asked them some questions and
9 I agree with Tim that, you know, it shouldn't
10 be a one and done, that we will continue those
11 dialogues with the Athlete's Council.

12 As you all know, I did invite athletes
13 to attend our events this year which was the
14 Soccer Fest, the Amateur Cup and this AGM and
15 they were actually excited to attend. They
16 did have quite a few volunteers who
17 volunteered to say we would love to go to the
18 USASA events and see what it's all about. The
19 issue became the funding.

20 In the past U.S. Soccer has paid for the
21 athletes on the Athlete's Council to attend
22 youth events and I know for a fact that they
23 paid for them to go to their National Youth

1 Cup, Challenge Cup and a couple of -- maybe
2 their AGM, so when I asked U.S. Soccer if they
3 would provide the funding for these athletes
4 to attend our events this summer, it was
5 denied by U.S. Soccer and they did not allow
6 them to come.

7 They said if you want them there you pay
8 for it, but we will cross that bridge. We
9 will bring that up again. I'm actually
10 planning to make a line item amendment to the
11 U.S. Soccer budget that gives maybe \$50,000,
12 which is not much for them, to the Athlete's
13 Council to be able to attend the members'
14 events so they can understand what members are
15 all about.

16 So I plan on making that amendment on
17 the budget or adding it to the budget because
18 I think it's important that they do get
19 involved in other member organizations'
20 activities.

21 So anybody else?

22 MS. RICHARDSON: Tom Moore. You have
23 permission to speak.

1 MR. MOORE: Thank you very much. So I
2 would like to urge John and Richard Groff as
3 our members of the Federation NBOD to consider
4 seriously approaching the Athlete's Council
5 and propose an idea to them and that would be
6 an exchange of liaisons between the Councils
7 so that perhaps the Adult Council and the
8 Youth Council might appoint someone who would
9 participate nonvoting in Athlete's Council
10 meetings and the Athlete's Council would
11 appoint someone who would participate
12 nonvoting in our NBOD meetings.

13 Obviously there would be some potential
14 executive session limitations to that, but I'd
15 love for you to consider that idea and
16 consider approaching the Athlete's Council
17 about that.

18 Also, I'd like to thank the sort of
19 unsung heroes in the background that we don't
20 acknowledge and that's our USASA staff, Jen,
21 Pierre and Nick, and of course Duncan, and I
22 particularly appreciate all of the assistance
23 that Duncan has provided over the past year

1 and a half, assistance and insights to the
2 work of the Governance Committee and, of
3 course, I would be remiss in not thanking all
4 of the members of the Governance Committee for
5 their patience, especially probably with me
6 because damn professors just talk too much and
7 we can get argumentative at times and they
8 were very, very patient in that regard and
9 stuck with it for many, many hours. So thanks
10 to all.

11 MS. RICHARDSON: Next I have Jim
12 Sadowski. Jim, you have permission to speak.

13 MR. SADOWSKI: Thanks, everyone. You
14 know, hats off to the Governance Committee and
15 everyone for putting these bylaws together.
16 That was a huge, huge, huge task.

17 I echo Tim's comments on the need for
18 change and also cooperation among the
19 Athlete's Council and the Youth Council in
20 particular and then, lastly, I don't know that
21 I got to formally thank everyone for the
22 campaign for U.S. Soccer vice president.

23 It was a great learning experience. I

1 got to talk to quite a bit of you and I got to
2 talk to quite a bit of the folks on the youth
3 side and at the end of the day I think the
4 objective was achieved in terms of making sure
5 that we had a grassroots vice president and so
6 I thank everyone who not only helped me,
7 encouraged me, talked to me, vented with me,
8 gave me advice. It was so, so, so
9 heartwarming, and I'm sorry I'm tearing up
10 here, at the level of support and friendship
11 and advice that I got from across all corners.

12 I'm sorry. I thank you for that and I'm
13 looking forward to the strategic meeting that
14 John has proposed. So thank you very much.

15 MS. RICHARDSON: The only other question
16 I see is Peter Pinori would like to know where
17 our next USASA AGM meeting is going to be.

18 EXECUTIVE DIRECTOR RIDDLE: Peter, we
19 don't really want to announce it in case we
20 have to cancel it again.

21 PRESIDENT MOTTA: Maybe bad luck if we
22 announce it, right?

23 EXECUTIVE DIRECTOR RIDDLE: Obviously,

1 U.S. Soccer are trying to hopefully do their
2 meeting in October, the special meeting, and
3 then I believe theirs then in March will be in
4 Atlanta.

5 Tentatively for us, ours would be Denver
6 next September. Fingers crossed because I
7 think we all agree running these meetings on a
8 webinar is not ideal.

9 MS. RICHARDSON: No.

10 PRESIDENT MOTTA: Not at all. Okay.
11 Anything else?

12 MS. RICHARDSON: No one else with their
13 hand up and no other questions.

14 PRESIDENT MOTTA: Again, I want to
15 sincerely thank everyone for your time, your
16 commitment, your dedication and all the work
17 you do for USASA.

18 Hopefully, I'm planning on having a
19 really tough strategic summit because it will
20 be -- we need to come up with some really
21 strong ideas to move this association forward.
22 So stay tuned. We will present them to you as
23 soon as we have our meeting and we can agree

1 on some ideas.

2 Again, some of them may be painful but,
3 you know, we're not going to move if we don't
4 make some really tough decisions going
5 forward, so stay tuned. Enjoy the rest of the
6 weekend and hope to see everyone soon in
7 person.

8 So with that, I'll close the meeting.
9 I'll adjourn the meeting. Is there a motion
10 to adjourn? I see Karon.

11 MS. RICHARDSON: I have a bunch of
12 hands.

13 PRESIDENT MOTTA: All right. So the
14 meeting is adjourned. Enjoy your weekend.
15 Thank you.

16 **(Meeting adjourned.)**

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R E P O R T E R ' S C E R T I F I C A T E

I, REBECCA L. DIBELLO, RPR, CSR,
appointed to take the meetings of the United
States Adult Soccer Association, do certify
that the within proceedings of the Annual
General Meeting were taken by me
stenographically in remotely from Buffalo, New
York on September 25th, 2021, then reduced to
typewritten form consisting of 122 pages
herein; that the foregoing is a true
transcript of the proceedings had.

In witness hereof, I have hereunto set
my hand this 20th day of October, 2021.



Rebecca L. DiBello, RPR, CSR

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