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PROCEEDINGS
UNITED STATES SOCCER
ADULT COUNCIL MEETING

Taken via Zoom Webinar
March 4th, 2022

Reported by Rebecca L. DiBello, RPR, CSR

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AGENDA

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1 PRESIDENT MOTTA: Okay. Welcome back
2 everyone and I want to call to order the
3 meeting of the Adult Council of U.S. Soccer.

4 So, I'm going to turn the Credentials
5 Report back to Dyann and she will -- we're not
6 going to go through the entire list again
7 because we already know who is here, but she
8 is just going to update and ask for a motion
9 to accept the amended Credentials Report.

10 So I'll turn it over to Dyann.

11 MS. PUGLIESE: What we're asking for so
12 we don't have to read everybody again is a
13 motion to remove the USASA NBOD and the
14 Regional Board of Directors from the USASA
15 Credentials and then we're going to add in and
16 right now take attendance for the Adult
17 Commissioners for the Adult Council.

18 So again, if you're on this please raise
19 your hand and say "here" so that we can update
20 that.

21 Adult Commissioner Chair John Motta.

22 PRESIDENT MOTTA: Here.

23 MS. PUGLIESE: Adult Commissioner NBOD

1 Richard Moeller?

2 MR. MOELLER: Here.

3 MS. PUGLIESE: Adult Commissioner Tim
4 Busch?

5 Adult Commissioner Bill Davey?

6 Adult Commissioner Rob LaVielle?

7 MR. LAVIELLE: Here.

8 MS. PUGLIESE: Adult Commissioner Fritz
9 Marth?

10 MR. MARTH: Here.

11 MS. PUGLIESE: Adult Commissioner Shonna
12 Schroedl?

13 MS. SCHROEDL: Here.

14 MS. PUGLIESE: Adult Commissioner Cezar
15 Wasecki?

16 MR. WASECKI: Here.

17 MS. PUGLIESE: Okay. And we will be
18 updating that to reflect not only those
19 changes, but additions and we'll report back.
20 Thank you.

21 Can I have a motion?

22 PRESIDENT MOTTA: You've got the
23 numbers?

1 MS. PUGLIESE: Yes. I believe the
2 numbers are -- the numbers for the Adult
3 Council, total of 180 possible votes. 165
4 present. Half is 83. Half plus one is 84
5 and a two-thirds vote is 110.

6 And I want to thank Jen Sunderland and
7 Nick Schmitt for all their background help.
8 They're not here, but they are working really
9 hard in their home offices, so thanks to them
10 as well.

11 I just need a motion and a second.

12 MR. LAVIELLE: So moved.

13 MS. PUGLIESE: Rob Lavielle motioned.
14 Second?

15 MS. SCHROEDL: Second.

16 MS. PUGLIESE: Shonna second. Any
17 objection? Motion carried.

18 PRESIDENT MOTTA: All right. Well,
19 thank you, Dyann, again for the great work and
20 I also want to thank Jen, Nick, Duncan for all
21 the work they do preparing all this stuff. I
22 know it seems very easy to me, but I know
23 that, you know, behind the scenes somebody has

1 to prepare all this and get all this stuff
2 done and I want to definitely thank the staff
3 for getting this done and making our lives on
4 the Board a breeze, so thanks, guys.

5 I already gave you my report in the last
6 meeting, but I'm just going to update you on
7 just a few items that were discussed at the
8 Board meeting of U.S. Soccer this morning if
9 you weren't on the call with them.

10 Just a couple of, you know, things that
11 maybe everybody is aware of, but I'll just
12 mention them. As you well know, that this
13 week it was announced that U.S. Soccer has
14 made a new TV deal for the English language
15 with Warner TV and last night the Board of
16 Directors -- actually, we got a great tour of
17 the Warner studios which is here in Atlanta.

18 We actually got to sit in at the live pre
19 basketball game of the Celtics and watch Shaq
20 O'Neil and that whole group do their stuff
21 live and actually we actually got to meet them
22 and talk to them after they finished their
23 show. So it was a really good time.

1 The one thing I will say that the feeling
2 I get walking through the Warner studios, I
3 mean, we had the president there with us. I
4 mean, you can see the atmosphere, the work
5 environment at Warner was very good.

6 They had two producers that were working
7 there that's been there since the inception of
8 Warner TV which speaks volumes on, you know,
9 how they probably treat their employees and
10 the dedication of employees.

11 As an employer myself, I know how hard it
12 is to retain good help and when you retain
13 good help it is definitely a testament on how
14 the management of that company treats their
15 employees and you can just see that all the
16 players that were giving us the tour, it was
17 like a family in there.

18 It was not like a corporate office.
19 Everybody knew each other. They called each
20 other by first names. It was a very relaxed
21 atmosphere and, you know, it was wonderful
22 walking around the studios and actually seeing
23 a live TV broadcast being broadcast while

1 we're there.

2 So it's a good TV deal for U.S. Soccer. I
3 think they made the right choice. As you well
4 know, Warner TV, they have the broadcasting
5 rights for the NBA, the NHL and others, so
6 we're actually in good company when it comes
7 to sports so I was very happy to be there and
8 I'm very happy that U.S. Soccer announced that
9 deal.

10 And you notice I said English language.
11 So they're still working out a deal with who
12 will be getting the broadcasting rights to the
13 Spanish language TV. That hasn't been
14 announced yet, so I'm sure they are still
15 working on that.

16 So one of the questions I did ask during
17 the presentations this morning was, you know,
18 what kind of deal did they have for the U.S.
19 Open Cup. As you well know, many of our
20 members participate in the U.S. Open Cup and I
21 thought it was an important -- I think it's
22 very important that TV deal and I wanted to
23 know, what did it include for U.S. Open Cup

1 and, I mean, they didn't have a solid answer,
2 but they said it is part of the discussions
3 with them, but they did make a statement that
4 if we are not happy with what they're doing
5 with the U.S. Open Cup, U.S. Soccer has the
6 right to go find another person that would do
7 exclusive rights for the U.S. Open Cup, so
8 that is part of the contract.

9 It is open, so we'll see how it goes for
10 next year because the contract starts in 2023.
11 You know, we talked about the She Believes Cup
12 and as many of you know, our national team
13 women won the She Believes Cup this year.
14 They didn't win it with all the old stars that
15 they had at the World Cup. They brought in a
16 lot of the young talent and it's great to see
17 that the young talent actually won the
18 tournament.

19 So you know, women's soccer at USASA, we
20 know we're the best in the world and seeing
21 these young stars participating is very
22 promising for the future of women's soccer in
23 our country.

1 We did talk about the agreement that was
2 announced two weeks ago for the Women's
3 National Team. As you well know, that we have
4 been in litigation with the Women's National
5 Team for probably five, six years on the equal
6 pay issue and two weeks ago -- well, maybe
7 three weeks ago the Board of Directors of U.S.
8 Soccer did approve the \$24 million settlement.

9 One thing I will say is it was not
10 unanimously approved. There was some people
11 on the Board who did not approve it, so it was
12 not a unanimous decision, but the \$24 million
13 was approved with \$22 million in cash going
14 directly to the female players in that class
15 suit and \$2 million going into a development
16 fund that will be established later.

17 But the one thing I do want to address to
18 our members that I feel is important is they
19 made the announcement -- again, the timing is
20 suspect, first of all, but it is not a done
21 deal.

22 You know, they make it sound like this is,
23 you know, signed, sealed and delivered, which

1 it is not. So the one thing that, you know,
2 that everybody needs to know is that deal is
3 contingent upon the women agreeing to a new
4 CBA agreement by the end of March and there is
5 also other obstacles.

6 That CBA agreement must have in it that
7 the men and women will have equal pay in that
8 CBA which means the men have to agree to it
9 because they can't put it in there if the men
10 doesn't agree to it, so this -- even though
11 they made the announcement that the settlement
12 was accepted, they do still have those hurdles
13 to go over.

14 They need to get the CBA done which needs
15 the men to approve equal pay and the women to
16 agree to an equal pay clause. So I think
17 there's still a lot of work to be done. It's
18 not a done deal, but at least an agreement was
19 reached which was a positive move for U.S.
20 Soccer.

21 As you well know, World Cup qualifying for
22 the men is at the end of the month. Again, I
23 think what we were told is the men would --

1 out of three games they have left they would
2 need a win and two ties, so they need five
3 points to qualify for the World Cup in Qatar
4 in November.

5 So they need to come out -- if they got
6 two wins they're over that, they're done, but
7 they need to at least get a win and two ties
8 so, you know, they have two difficult games.
9 One is in Mexico and then one in Costa Rica.

10 So you all know as well as I do that when
11 you play a World Cup qualifying game away from
12 home it's not an easy game no matter who your
13 opponent is and then we have Jamaica at home
14 which should be the win, but it's World Cup
15 qualifying. You never know what happens.

16 I mean Panama. I'm sorry. Panama at
17 home, which again it's not an easy easy game,
18 but it is a home game and they should -- you
19 know, they should prevail at home. So that is
20 happening, the World Cup qualifying, at the
21 end of the month. I'm sure the games will all
22 be exciting, so be prepared for that.

23 One thing that I found interesting is Dan

1 Russell who runs the sporting department of
2 U.S. Soccer which oversees the referees and
3 the coaching department, he gave us a
4 presentation and if you were on the call you
5 would see that presentation. But he totally
6 excluded any information on referees, which in
7 my opinion should have been the topic of
8 discussion because we all know how much we're
9 all struggling to get referees.

10 So when he finished his presentation I
11 immediately, you know, raised my hand and
12 asked him, I go, Rob -- I mean, Dan, you know,
13 one of the biggest issues facing the
14 grassroots, the youth and the adults is we can
15 not find referees to referee our games today.

16 What is U.S. Soccer doing? And I did
17 mention that you guys have made the entry
18 level costs harder. You've made
19 recertification harder and I also threw in
20 there that by you guys changing the grading
21 system the way you did, you actually insulted
22 many referees out there. So what is U.S.
23 Soccer doing with this? And he gave us his,

1 you know, spiel that yeah, you know, we don't
2 have total control of this, there are state --
3 the state referee committees we have to deal
4 with, so again, he didn't come up with a
5 concrete answer of what they're doing.

6 Basically what they did is threw it back
7 at the state associations to kind of say that,
8 hey, we have to deal with all these state
9 referee committees. Everybody is different,
10 everybody. So I did raise the issue that it
11 is a serious problem for our members.

12 And the last thing I will talk about is
13 the Innovate to Growth Fund. They gave us the
14 figures for this year and it's almost
15 embarrassing to report this, but U.S. Adult
16 Soccer members, there was only one application
17 submitted to U.S. Soccer for the Innovation to
18 Growth Fund.

19 They have a total of 35 applications and
20 U.S. Adult Soccer was one. Well, I've got to
21 take that back a little bit. There were ten
22 joint state associations so there were ten
23 other states that were joint that did put a

1 bid in which were also included with the
2 adults, but an adult association standalone
3 was just one.

4 The youth had 15 applications. The
5 disability groups had two and the national
6 affiliates had three applications for a total
7 of 35 applications. That totaled amount comes
8 to \$6 million of ask grants. As you know, the
9 budget is only \$3 million, so they're going to
10 have to look at those very closely because
11 actually they don't have \$6 million in the
12 budget, so they're going to have to either
13 reduce the ask for the funds -- from the fund
14 or deny some of these.

15 So that is pretty much the report on the
16 U.S. Soccer meeting this afternoon -- this
17 morning. They're in executive session right
18 now which me and Richard Moeller will go back
19 to as soon as this meeting is over.

20 So that is my report. Anybody have any
21 questions for me on that report? Put it in
22 the chat or something and we'll look at it.
23 If not, we'll just continue with the meeting.

1 So next on the agenda would be the
2 confirmation of the minutes of last year's
3 Adult Council Meeting and that was sent to you
4 like months ago by the office and I would like
5 to ask for a motion to accept the minutes.

6 Again, the minutes are usually -- is that
7 the stenographer? It was a stenographer who
8 sent out the copy of what everybody said so
9 you won't get -- you will never get more
10 detailed minutes than those.

11 MS. SCHROEDL: I will make a motion to
12 accept those minutes.

13 PRESIDENT MOTTA: Thank you, Shonna. Is
14 there any debate?

15 UNIDENTIFIED SPEAKER: Second.

16 PRESIDENT MOTTA: Is there any debate on
17 the -- did they spell your name right, Cezar?
18 He didn't hear me. Seeing no additions or any
19 deletions, the minutes are accepted as
20 presented.

21 Next on the agenda we have the election of
22 adult commissioners and, as you all know,
23 every year four commissioners -- we have an

1 election for four commissions.

2 This year's commissioners that are up was
3 Fritz Marth, Rob LaVielle, Bill Davey and
4 Cezar. Cezar, yes. I said Rob LaVielle. So
5 those four commissioners are up for
6 re-election. Rob Lavielle and Bill Davey have
7 decided that they don't -- they will not run
8 again for another term.

9 So I want to personally thank Rob and Bill
10 Davey, who is not on the call, of all the
11 years of service not only with the Adult
12 Council but also with USASA. They were very
13 strong members of our Board, both of them.
14 They did a great job on our commissioner calls
15 and always had valuable input.

16 So I want to personally thank Rob and Bill
17 for the years of service and good luck in your
18 exercising things you do, Rob. I see you on
19 Facebook and it looks very challenging so I
20 can understand why you don't want to be our
21 Board member anymore because you need to
22 concentrate on staying in shape, but I respect
23 you for that. So thank you.

1 So with that -- go ahead, Rob. You want
2 to say something?

3 MR. LAVIELLE: Thank you, John. I
4 appreciate it. I just wanted to thank you, my
5 peer Adult Council members, certainly the
6 Board of Directors. Lifelong friends in this
7 organization.

8 I will be a little bit at arms' length,
9 but won't totally disappear, I promise, and
10 thank you again, John. Appreciate it.

11 PRESIDENT MOTTA: Thank you, Rob. So
12 next we have two open -- well, we have the
13 election for four. Cezar and Fritz have
14 announced they will seek re-election and then
15 we have Richard Groff and Chaz who have made
16 the announcement that they will fill the seats
17 that are vacated by Rob and Bill.

18 So since we do not have any contested
19 elections, I would call this election complete
20 by acclamation and congratulations to Cezar
21 and Fritz for being back and a special
22 congratulations to Chaz and Richard Groff as
23 our new commissioners to the USASA's Adult

1 Council, so welcome guys.

2 Next I'm going to turn this seat over to
3 Richard Moeller because we have to have the
4 election for the Chairman of the Adult
5 Council.

6 MR. MOELLER: Hello everyone. Hope
7 everybody is doing well and staying safe.
8 It's my honor as an adult commissioner to
9 nominate and recommend John Motta to be
10 re-elected as the Chair of the Adult Council.

11 And I don't -- I guess I would ask for
12 anyone that opposes that, please raise your
13 hand. I guess I should also ask are there any
14 other nominations for that position?

15 Seeing none, John, you're the Chair by
16 acclamation.

17 PRESIDENT MOTTA: Thank you.

18 MR. MOELLER: Congratulations.

19 PRESIDENT MOTTA: Thank you, Rich. So I
20 will return the chair to Richard Moeller and
21 he would like to make an announcement.

22 MR. MOELLER: Thanks again. I just
23 wanted to speak with everyone today. I wanted

1 to make an announcement to everyone. Last
2 year I was re-elected by everyone, and I
3 appreciate it very much, for a two-year term
4 to represent the Adult Council as one of the
5 two representatives on the U.S. Soccer
6 Federation Board and I do have one year left.

7 However, I do wholeheartedly feel that
8 those two positions should be the president
9 and the vice president representing the Adult
10 Council in the USASA, so I am going to step
11 down, resign, not retire, but step away so
12 that that -- I believe that spot can be taken
13 by our current vice president, Richard Groff.

14 I spoke with Richard and John as well and
15 I also told the Board of U.S. Soccer today and
16 last night as well, so I would definitely ask
17 everyone to support Richard for that
18 opportunity.

19 And I know he's going to do us well. So
20 thank you all and it's been a pleasure to do
21 that. I'm not going away. I'll be around to
22 help. If anybody ever needs me you've got my
23 number, but definitely it's the right thing to

1 do. Thank you, everyone. John?

2 PRESIDENT MOTTA: Before we continue I
3 personally want to thank Richard Moeller for
4 the noble thing he just did. I know it was
5 not an easy decision for Richard. I want to
6 say that, you know, Richard and I are very
7 good friends.

8 I know he ran against me for president,
9 but I never held that against him. We
10 continue to be very good friends. I have the
11 utmost respect for Richard. I don't know
12 anybody on our Board or as a commissioner that
13 has a bigger heart than Richard Moeller has.

14 I mean, his heart is definitely in the
15 right place. He loves the game. He loves us
16 all. I mean, I know that. I mean, you can
17 see it in his actions and his words and it's
18 not bullshit. It's real.

19 So, Richard, as a friend, thank you. Like
20 you said, you're not going to leave. We've
21 got plenty of stuff we're working on and we
22 already had some ideas where we want you to
23 help us out, so definitely we're not going to

1 let you go. So thank you for what you just
2 did.

3 Saying that, I spoke to Greg Fike this
4 morning and he stated that we can hold a
5 special election now, but since it was not a
6 30-day notice it would have to be a unanimous
7 consent by the U.S. Adult Council members that
8 we hold a special election for Richard
9 Moeller's seat so we can elect Richard Groff.

10 So, I will make a motion that we suspend
11 the rules. I guess that's the right language.
12 Sounds right. Okay. I got an attorney on my
13 side who is giving me advice and he said the
14 right wording is that I'll make a motion that
15 we waive the 30-day notice to the members and
16 we hold a special election for the second
17 representative on the Board of Directors of
18 U.S. Soccer today.

19 Is there anyone who objects? Rob
20 LaVielle, you've got your hand up. So are you
21 objecting?

22 MR. LAVIELLE: No. I'm not objecting.
23 I'm sorry. I didn't know we were running into

1 this. Just a point of order. There was a
2 question from Andy Marion and I think it got
3 lost in the chat and he was not able to
4 address that question. But we can go to it
5 after this procedure.

6 PRESIDENT MOTTA: Okay. All right.
7 Perfect. So I saw another question from Dan
8 Rooney. Hold on. Let me read it. It says
9 who is the parliamentarian, by the way?

10 Yours truly. We actually have a real
11 parliamentarian that just walked into the
12 room, Al Gage, who is a certified
13 parliamentarian. He just walked into the room
14 so we can actually get his opinion on this.

15 So we have a member who just vacated a
16 seat that he had another year on, right? We
17 want to hold a special election to elect him,
18 to represent him. We didn't give 30-day
19 notice, so in order to put that on the agenda
20 you need unanimous consent. Am I right?

21 (Conversation held off camera.)

22 PRESIDENT MOTTA: Has to be a anonymous
23 vote to waive the 30 days? Okay. Okay. Same

1 thing, but different word. No?

2 MR. GAGE: You can't waive the notice.
3 Everybody that is present obviously waives the
4 notice. The people who aren't present can't
5 waive the notice, so you really can't.

6 PRESIDENT MOTTA: I want to make an
7 executive decision that everybody is present.

8 MR. GAGE: How would I know different?

9 PRESIDENT MOTTA: I know. So we do have
10 a real parliamentarian here, so it's not yours
11 truly anymore and his interpretation is to
12 waive the 30-day notice that we need a
13 unanimous vote to waive the 30-day notice, so
14 I'll make a motion to waive the 30-day notice
15 and we need -- if anybody objects or votes no
16 raise your hand.

17 Seeing none, we did get a anonymous vote
18 to waive the 30-day notice to have a special
19 election for the second seat on the Board of
20 Directors.

21 Okay. So I'll give the seat back to
22 Richard Moeller.

23 MR. MOELLER: Hi. Richard Moeller here,

1 Adult Commissioner. I'd like to nominate
2 Richard Groff for the position of the
3 representative -- one of our two
4 representatives for the U.S. Soccer Board of
5 Directors.

6 MS. SCHROEDL: Do you need a second?

7 PRESIDENT MOTTA: Thank you, Richard.
8 So we have the nomination of Richard Groff. I
9 think Paul Scherer has his either hand up --
10 or hold on. Let me check the chat. Wait a
11 second.

12 Richard Groff was just elected as a new
13 commissioner. Okay. So Paul Scherer. Can
14 you make him a panelist so we can have Paul
15 speak?

16 MS. SUNDERLAND: He's up there.

17 MR. SCHERER: Hello.

18 PRESIDENT MOTTA: Hey, Paul. Welcome.

19 MR. SCHERER: You asked for a unanimous
20 vote. You asked if anybody voted against. I
21 have raised my hand and it was overlooked.

22 PRESIDENT MOTTA: So you're raising your
23 hand that you do not want to waive the 30-day

1 notice?

2 MR. SCHERER: That's correct.

3 PRESIDENT MOTTA: All right. So then we
4 do not have an election. Okay. Thank you,
5 Paul.

6 MS. SCHROEDL: Does Richard Moeller then
7 stay in that position for now?

8 PRESIDENT MOTTA: Well, he technically
9 resigned, so now we only have one member on
10 the National Board of Directors on U.S. Soccer
11 and that is myself.

12 MS. SCHROEDL: Can I add something?
13 This is truly not going to be good for the
14 U.S. Soccer meeting this afternoon because we
15 have now lost a vote.

16 PRESIDENT MOTTA: No. He's still on for
17 today until tomorrow.

18 UNIDENTIFIED SPEAKER: He is a proposed
19 commissioner and on that board until Sunday
20 afternoon. What this was was just allowing us
21 to fulfill it today, but from now on have a --

22 PRESIDENT MOTTA: Special election. And
23 give 30-day notice and have a special

1 election.

2 MS. PUGLIESE: Because I'm on my way to
3 the U.S. Soccer credentials meeting.

4 MS. SCHROEDL: Is there a provision to
5 have a temporary appointment until we have an
6 election?

7 PRESIDENT MOTTA: No. No. So what
8 we're going to have to do is give everybody a
9 30-day notice and have a special election for
10 this seat.

11 Okay. So we move forward. So in the
12 meantime after tomorrow we only have one
13 representative from the Adult Council on the
14 U.S. Soccer Board of Directors. Yes. Okay.
15 So we'll work on the notice.

16 MS. SUNDERLAND: John, Tom Moore has his
17 hand raised as does Peter Pinori.

18 PRESIDENT MOTTA: Okay. I'm sorry. I
19 can't see hand raises, but we'll start with
20 Tom and then we'll go to Peter. Go ahead,
21 Tom. Floor is yours.

22 MR. MOORE: Thank you. Just very
23 quickly, we have some provisions in the USASA

1 bylaws, but to the extent to which they apply
2 to the Adult Council --

3 PRESIDENT MOTTA: They don't.

4 MR. MOORE: I need a little advice, but
5 they do allow for electronic voting. So the
6 question would be could this be done
7 electronically?

8 PRESIDENT MOTTA: I think we'll have to
9 check Chicago law because -- okay. Our
10 parliamentarian knows the law. We can do it
11 electronically under Chicago law, so our
12 parliamentarian who is here with us just
13 informed us that we can legally do electronic
14 voting.

15 MR. MOORE: That will work.

16 PRESIDENT MOTTA: Thank you, Tom.
17 Peter? Peter Pinori?

18 MR. PINORI: Yeah. I'm trying.

19 PRESIDENT MOTTA: We can hear you,
20 Peter.

21 MR. PINORI: I've been trying for the
22 last hour and a half, but I appreciate the
23 opportunity to talk because it seems like

1 somehow we are not having the right -- we
2 can't speak or anything until somebody
3 recognizes us, but anyway, I wanted to appeal
4 to Paul to do the right thing.

5 This makes no sense that most of us would
6 like to make that happen. Richard Moeller
7 does not want to be there anymore. He was the
8 one who nominated Richard Groff. I don't see
9 how you by yourself should hold everybody, you
10 know, on hold like this.

11 We have one voice instead of having two
12 voices, so I'm appealing to Paul to please
13 reconsider.

14 PRESIDENT MOTTA: Okay. The
15 parliamentarian, Peter, is saying that you
16 cannot berate a fellow member for voting the
17 way he did.

18 MR. PINORI: I didn't berate anybody.
19 I'm just asking him to have a chance. I'm not
20 berating him. You want me to berate him? I
21 can do it.

22 PRESIDENT MOTTA: Yeah, I know you
23 could. So I think your point was made.

1 I think Arthur Mattson who is representing
2 Florida is here and would like to speak.

3 MR. MATTSON: In regards to Rich's
4 resignation, I don't think any sort of
5 timeline was put on it. Is it possible that
6 his resignation is in sync with a replacement?

7 In other words, if a notice, a 30-day
8 notice is put out tomorrow, Richard's
9 resignation could go into effect as soon as a
10 replacement is made in 30 days? Would there
11 be any problem with that?

12 MR. GAGE: I don't think you can call a
13 special election and -- (inaudible.)

14 MR. MATTSON: So at what point, at what
15 point does his resignation become effective?

16 PRESIDENT MOTTA: Tomorrow after the
17 AGM.

18 MR. MATTSON: Who determined that?

19 PRESIDENT MOTTA: U.S. Soccer bylaws.
20 It states at the end of the AGM it's over.

21 (Cross-talking.)

22 PRESIDENT MOTTA: Okay. Anybody else
23 have any comments? Hold on.

1 MR. WASECKI: John, can I ask you
2 something?

3 PRESIDENT MOTTA: You can ask everybody.
4 Go ahead. You can ask a question.

5 MR. WASECKI: Who can run for this
6 position once it opens in 30 days?

7 PRESIDENT MOTTA: I think anybody,
8 right? Only the eight commissioners can run.

9 MR. WASECKI: Okay. So is it worth
10 asking, and I'm just asking for Paul to
11 consider this, too. If it's only the eight
12 commissioners that can run, is there anyone
13 that's interested in running in 30 days
14 because we're just delaying something.

15 If no one is willing to run in 30 days,
16 then I want a recall to reconsider it. That's
17 the only thing I'm just trying to throw out.

18 PRESIDENT MOTTA: I do not know the
19 answer to that, Cezar.

20 MR. WASECKI: I'm asking the
21 commissioners to run right now because we're
22 all here. I'm not running. Is there anybody
23 else that is interested? If there are why

1 don't you guys speak up.

2 EXECUTIVE DIRECTOR RIDDLE: Cezar, I
3 think Paul is nominating Tim.

4 MS. SCHROEDL: Tim was on the call last
5 night when this was discussed and did not
6 indicate he wanted the position. All of the
7 commissioners that were on the call, which was
8 everyone except Bill Davey who is now not a
9 commissioner, heard this information and
10 supported the nomination of Richard Groff.

11 MR. WASECKI: Okay. So what we're
12 saying essentially is we're delaying it
13 30 days for no one to run. I just want to
14 make sure Paul is aware of that. That's all.
15 I just wanted to say that on the record.

16 PRESIDENT MOTTA: Paul, you can respond
17 if you want to if you have any information
18 that you want to share with us. I do not know
19 if any information -- I don't know if you
20 would like to respond, Paul. I guess not.

21 Okay. So I think it stands as it is. We
22 will send out a notice tomorrow for a special
23 election in 30 days. And if, you know, any

1 other commissioner would like to run you have
2 that opportunity.

3 Next on the agenda is the Report of the
4 Chair which I have already done.
5 Recommendations to U.S. Soccer NBOD and
6 resolutions. We really don't have any.

7 Now we have New Business. Okay. We have
8 to -- I'm going to turn it over to Richard to
9 talk about the bylaw.

10 MR. MOELLER: Hello, everyone, again.
11 So we have a policy for the Adult Council. It
12 is the policy that was sent out to you in
13 early February. In addition, it was a policy
14 that was sent to the U.S. Adult Soccer Rules
15 Committee. I think that's been distributed to
16 everyone as well.

17 As you know, in U.S. Adult Soccer we have
18 a voting that includes the Board of Directors.
19 The Board of Directors each have one vote when
20 U.S. Adult Soccer meets, so that's in this
21 case eleven people have a vote on everything
22 except election of officers for U.S. Adult
23 Soccer.

1 Now, at the U.S. Soccer Adult Council we
2 have a different voting structure. It does
3 not include the Board of Directors. Those
4 eleven people cannot vote in the U.S. Soccer
5 Adult Council. They cannot even attend and
6 they cannot make motions and they cannot lead
7 because they are not a member.

8 Now, if you happen to be a U.S. Adult
9 Soccer Board member like John or like Cezar
10 and you're also Adult Commissioner, you can do
11 that. So, in this case we probably take two
12 or three people away from the eleven, okay,
13 that do vote in the U.S. Soccer Adult Council.

14 So the policy as presented to you reads
15 that all the members of the U.S. Adult Soccer
16 Board of Directors will have a vote in the
17 U.S. Soccer Adult Council. So that's eleven
18 people.

19 Now, if you're an Adult Commissioner you
20 don't count. If you're on the Board of
21 Directors you do not count. You hold your
22 votes there.

23 What we are projecting if you were to

1 approve this, okay, at the U.S. Soccer
2 National Council meeting on Saturday morning,
3 there would be either five or six people who
4 would be added to the voting rolls because the
5 others are already voting in a different
6 position.

7 I'm open for questions. John? So we need
8 a motion to accept the policy.

9 UNIDENTIFIED SPEAKER: I'll motion.

10 MS. PUGLIESE: Second.

11 MR. MOELLER: Dyann to second? I don't
12 think you can make a motion. She's not a
13 member of the Adult Council.

14 MR. MARTH: I'll make the motion,
15 Richard.

16 MR. MOELLER: Okay. Fritz is making
17 the motion. Is there anyone else?

18 MS. PUGLIESE: I am a state rep.

19 MR. MOELLER: Oh, you are a state rep.
20 So Dyann, you'll second. How about that?

21 Okay. Are there any other questions?

22 PRESIDENT MOTTA: Okay. I was told by
23 the parliamentarian the president must run the

1 vote, so here I go. So we do have a motion
2 made by --

3 MR. SCHERER: I have a question.

4 PRESIDENT MOTTA: Sure. Go ahead.

5 MR. SCHERER: I had a question. I want
6 to know how does that effect my vote?

7 PRESIDENT MOTTA: What do you mean your
8 vote, Paul?

9 MR. SCHERER: Well, if we're allowing
10 other people --

11 PRESIDENT MOTTA: You mean how it
12 effects your vote totally?

13 MR. SCHERER: Yes. Percentage wise.

14 PRESIDENT MOTTA: Yeah. Percentage
15 wise, okay.

16 MR. SCHERER: Does that increase my
17 voting strength? Does that decrease my voting
18 strength?

19 PRESIDENT MOTTA: It would decrease
20 everybody's voting by like .4 percent.

21 MR. SCHERER: How does that help us
22 again?

23 PRESIDENT MOTTA: It just gives your

1 Board of Directors today who do not have a
2 voice on the U.S. Soccer's -- I mean National
3 Council. They're all elected by everyone on
4 this call. It just gives them a voice when
5 they're at the U.S. Soccer's National Council
6 meeting and have the right to represent you as
7 you elected them to to say something, whether
8 they're in favor of a motion or if they're in
9 favor of the budget or they have something
10 they're against.

11 Today your Board of Directors cannot speak
12 at the National Board of Directors meeting
13 tomorrow, for an example, the National Council
14 meeting tomorrow. This would allow them a
15 voice there if needed.

16 MR. SCHERER: Thank you.

17 PRESIDENT MOTTA: You're welcome, Paul.
18 Any other questions?

19 And Jen, if you see somebody with their
20 hand raised, please let me know because I
21 can't really see everything on this computer.

22 MS. SUNDERLAND: Okay.

23 PRESIDENT MOTTA: Anybody have any other

1 discussion on the motion that was made to give
2 the Board of Directors a vote at the National
3 Council meeting?

4 MS. SUNDERLAND: Paul, do you have a
5 question again? Your hand went up and then it
6 went down.

7 Okay. I'm guessing he does not.

8 PRESIDENT MOTTA: That was a mistake?
9 Okay.

10 MS. SUNDERLAND: His hand is not back
11 up.

12 PRESIDENT MOTTA: Okay. Seeing there is
13 not any questions --

14 MS. SUNDERLAND: Duncan or, I'm sorry,
15 John, Jeff has a question.

16 PRESIDENT MOTTA: Go ahead, Jeff.

17 MR. RUEBEL: I'm just curious. Are the
18 current people who can speak for us not able
19 to adequately address and raise our concerns
20 that we need to add more people?

21 PRESIDENT MOTTA: You're going to give
22 them, your Board of Directors, a right to be a
23 delegate at the National Council meeting which

1 today they have no right to speak. They have
2 no right to really -- to vote, speak on your
3 behalf.

4 MR. RUEBEL: For example, John, can't
5 you do that for us?

6 PRESIDENT MOTTA: I can. Of course I
7 can.

8 MR. RUEBEL: Why do we need to have five
9 more?

10 PRESIDENT MOTTA: The way I look at it,
11 it's giving your Board of Directors who are
12 elected a little bit more respect that, you
13 know, that they can be at the National Council
14 meeting and share their voice and share their
15 concerns.

16 MR. LAVIELLE: Hey, John?

17 PRESIDENT MOTTA: I'll give you an
18 example. I'll recognize you in a minute.

19 We have Richard Groff who is vice
20 president of this organization. He's an
21 attorney. He's got a wealth of knowledge,
22 probably more than anybody in this call.

23 He cannot speak at the National Council

1 meeting of U.S. Soccer. He cannot speak. He
2 cannot vote. He cannot even give an opinion.
3 Right?

4 Well, okay, if he wasn't elected as a
5 commissioner prior. So this would give
6 somebody like a Richard Groff who is a member
7 of your Board of Directors a chance to speak
8 on the behalf of U.S. Adult Soccer.

9 So who had a question?

10 MR. LAVIELLE: John, this is Rob.

11 PRESIDENT MOTTA: Go ahead, Rob.

12 MR. LAVIELLE: I was just going to speak
13 with that example and also there are several
14 directors who do not hold a state position.
15 They would be in that same circumstance, so
16 this gives them the right on your Board of
17 Directors to be a delegate, have a vote in
18 national elections, speak on the floor. So I
19 do support this.

20 PRESIDENT MOTTA: Thank you, Rob. Any
21 other comments? Seeing none -- are they
22 voting electronically?

23 MS. SUNDERLAND: John, Jeff has his hand

1 raised again.

2 PRESIDENT MOTTA: Okay. Jeff, I'm
3 sorry. I can't see.

4 MR. RUEBEL: That was by accident. I'm
5 sorry.

6 PRESIDENT MOTTA: That was by accident,
7 okay. Thank you.

8 Before we go into electronic voting I'm
9 going to ask is there any -- if there is
10 opposition to this -- is there any objection
11 on this motion to carry it forward or to
12 approve it?

13 MS. SUNDERLAND: Mario has his hand
14 raised.

15 PRESIDENT MOTTA: Is that a question or
16 an objection? Mario? Mario can you hear me?

17 MR. DEPAOLA: No.

18 PRESIDENT MOTTA: You don't have a
19 question?

20 MR. DEPAOLA: John, I have raised my
21 hands to vote yes. I thought you were calling
22 for a vote.

23 PRESIDENT MOTTA: Not yet. We didn't

1 call for the vote yet. What I called for is
2 if there's anybody that objects to the motion,
3 raise your hand.

4 So if nobody objects it passes
5 unanimately. Does anybody object to this
6 motion? Please raise your hand.

7 MS. SUNDERLAND: Jeff has his hand
8 raised.

9 PRESIDENT MOTTA: So Jeff, you object?
10 Okay.

11 It means we have to go to electronic
12 voting. Okay. Since there was an objection
13 for a unanimous approval, we will have to take
14 a vote.

15 So Nick -- do I turn it over to Nick?

16 MR. SCHMITT: John, I'm going to email
17 out the ballot. Maybe we take a 15-minute
18 break and everybody can vote.

19 PRESIDENT MOTTA: Okay. So everybody,
20 you heard Nick. He's going to email you to
21 the email on file a ballot. You mean like a
22 roll call? Yes. No. No. We're doing this
23 on Zoom. Hold on, people.

1 Okay. Does anybody object -- can I
2 entertain -- guys, hold it. Guys, wait.
3 Relax.

4 Go ahead. I'm listening to the
5 parliamentarian. So the parliamentarian says
6 I have two choices. Ask for unanimous consent
7 which I did and I did not get and he says I
8 have the authority to call a roll call vote
9 which we will do.

10 Because it's an electronic meeting, the
11 President has the authority to call for a roll
12 call vote, which I will call for a roll call
13 vote now. So we don't have to wait for Nick
14 to email and do all that.

15 So all right. So can I turn it over to
16 our credentials chairperson to call the roll
17 and the vote? Hold on. She's getting it
18 prepared.

19 So Jen and Nick, please keep track of the
20 voting. Dyann will call the roll call and you
21 guys --

22 MS. SUNDERLAND: John?

23 PRESIDENT MOTTA: Yes.

1 MS. SUNDERLAND: Hold on. We will have
2 to allow everyone to speak if we're doing it
3 verbally or are we doing the raised hand?

4 PRESIDENT MOTTA: We can do either. Do
5 the raised hand. It's probably quicker.
6 That's what raised hand is, once they call
7 their name, let them raise their hand.

8 MS. PUGLIESE: Here's the problem we
9 have. Some states that have multiple
10 delegates and may not want to vote the same
11 way, for example.

12 PRESIDENT MOTTA: So you have to call
13 the delegates.

14 MS. SUNDERLAND: We do not have that
15 list, John.

16 PRESIDENT MOTTA: All right. Guys,
17 we're going to take a five-minute recess.

18 **(Recess taken)**

19 PRESIDENT MOTTA: So we've determined
20 that the only way of getting this done is
21 through the electronic voting system which
22 means that we're going to take a 15-minute
23 break and in those 15 minutes Nick will send

1 out a ballot -- email you to your email a
2 ballot for you to vote and then we'll vote.

3 Duncan, so once they get the ballot they
4 can vote? All right. So we'll give you
5 15 minutes. If somebody does not get the
6 email please send it into the chat to Jen.
7 Jen will monitor the email. If you don't get
8 it in the next maybe five to 10 minutes.

9 So we're going to reconvene at 2:10
10 Eastern time. Gives you plenty of time.

11 MR. MARTH: John, can you please restate
12 the motion just so everybody knows what a yes
13 and a no means?

14 PRESIDENT MOTTA: Okay. So if you vote
15 yes on this motion, the motion was to allow
16 your National Board of Directors of USASA to a
17 vote at the U.S. Soccer National Council
18 meeting, so if you vote yes you're allowing
19 your Board of Directors a vote and a voice at
20 U.S. Soccer's National Board of Directors
21 meeting.

22 If you vote no what you're voting for is
23 that you do not want your Board of Director

1 members to have a vote at the U.S. Soccer's
2 National Council meeting.

3 **(Recess taken)**

4 PRESIDENT MOTTA: Okay. Nick, are you
5 on the line? Nick, you're on mute.

6 MR. SCHMITT: I'm here.

7 PRESIDENT MOTTA: Okay. Do you have the
8 results?

9 MR. SCHMITT: I do have the results. We
10 have 134 votes so far.

11 PRESIDENT MOTTA: How many --

12 MR. SCHMITT: If you want to give
13 another five minutes or not?

14 PRESIDENT MOTTA: We'll give a couple
15 more minutes. What was the total amount we
16 had?

17 MR. SCHMITT: 165.

18 PRESIDENT MOTTA: So we're missing like
19 30 votes. Could be abstentions, too, right,
20 because we didn't have an abstention button.

21 MR. SCHMITT: True.

22 PRESIDENT MOTTA: We will call the
23 voting at 2:15. That gives two more minutes.

1 At 2:15 the voting will cease.

2 **(Recess taken)**

3 PRESIDENT MOTTA: Okay. I'm going to
4 call the voting terminated at 2:15. Again, I
5 think we're getting messages that somebody did
6 not get ballots. I'm still going to call the
7 vote. I'll make that decision and if it's a
8 close vote then we will deal with the people
9 that did not vote. If it's way over the
10 required amount, then we'll just call it the
11 way it is.

12 So Nick, can you give us the results?

13 MR. SCHMITT: Yes. Do you want me to
14 share the screen?

15 PRESIDENT MOTTA: Yes. Show us the
16 screen.

17 **(Screen being shown.)**

18 PRESIDENT MOTTA: So we got -- so the
19 vote yes, 88 percent to 12. This was a policy
20 change which only required a simple majority
21 of 50 plus 1, so we got 88 percent. I will
22 call the motion made. It passes.

23 So next on the agenda -- now, we had

1 people with hands up. We will do Good of the
2 Game pretty soon. Let me just see what else
3 is on. So the motion that just passed, it's a
4 policy change that allows your Board of
5 Directors of USASA a vote in the U.S. Soccer's
6 National Council meeting. I want to thank
7 everyone who supported this. I think it's the
8 right thing do do.

9 And we move on. So next, speakers and
10 guests. So we'll open it up now to Good of
11 the Game. If you would like to say something
12 for the Good of the Game, please raise your
13 hand and I'll have Jen call you out in the
14 order that you put your hand up.

15 MS. SUNDERLAND: Andy Marion is first.

16 PRESIDENT MOTTA: Okay, Andy.

17 MR. MARION: Okay. I raised my hand
18 first when we were just approving the minutes
19 of the National Council meeting so I had a
20 very picky technical thing and that is the
21 Adult Council minutes in the booklet appear to
22 be mislabeled.

23 At the top of the minutes the very first

1 page it says, Proceedings, United States Adult
2 Soccer Association Council Meeting and
3 although at the bottom it's stamped Adult
4 Council meeting. I believe the heading at the
5 top should be proceedings of the Adult Council
6 meeting, not USASA Council meeting.

7 PRESIDENT MOTTA: Okay.

8 MR. MARION: That's a small thing.

9 PRESIDENT MOTTA: No, but you are
10 correct, Andy, and we'll make that change.

11 MR. MARION: Okay. The second thing I
12 was going to comment on, the vote we just
13 took, although it's too late, but just to be
14 sure I understand it as long as everybody else
15 understands it, when we're voting that is the
16 Federation National Council meeting. We are
17 not voting as voting delegates of USASA.

18 We're voting as voting delegates from
19 state members of the Adult Council and so the
20 voting members or the participants of the
21 Federation National Council meeting are the
22 state representatives, plus the eight adult
23 commissioners. That's correct. Not any of

1 the non commissioner, non state
2 representatives.

3 For example, Karon Beyer is our secretary,
4 but if she's not there as a state
5 representative she cannot participate at the
6 Federation National Council meeting. By
7 voting yes on this that allows Karon and a
8 couple of others to do so.

9 I believe the total possible votes at
10 today's Adult Council is 180, so if we're
11 allowing the non commissioner, non state
12 representatives officers or Board members to
13 participate, that's adding what? Like five
14 people? Four people? I don't know.

15 PRESIDENT MOTTA: You are 100 percent
16 correct.

17 MR. MARION: This is only going from 180
18 to say 184, whatever it is, so this is not a
19 big deal.

20 So anyhow, I know we've already voted, but
21 I wanted to make that clarification and say it
22 makes sense.

23 The last thing I had is I sat in on the

1 Federation web session Wednesday night on the
2 2021 year in review and the 2022 plans. And
3 Will Wilson, the new Secretary General, was
4 giving some overview on their sort of
5 strategic plans and they have several
6 categories of plans and one of those
7 categories was participation goals.

8 And they talked about growing the
9 professional game and one of the lines in the
10 slide was growing the youth number of
11 registered players from 2020 of 7.5 million to
12 2030 of 12 million.

13 There was nothing for the adults. And
14 somebody commented and Will brushed it off
15 basically saying the adults weren't important.
16 He said, well, that doesn't really matter
17 because our goal here, and this is their
18 strategic emphasis. This is what they are
19 planning on working on, they are going to
20 monitor, etcetera, is that if we grow the
21 youth game, well, the adults will grow anyway
22 so we don't have to worry about them.

23 And I don't know who else was in on that

1 meeting, but I'm sorry. I couldn't let that
2 go. So at the end of that I commented and
3 corrected him on that, that by leaving us out
4 there are two things about this.

5 By leaving us out, by not explicitly
6 putting the adults in as a part of their
7 strategic plan, they're saying we're not
8 important.

9 You're not really part of us. You're just
10 sort of an afterthought and, secondly, I told
11 him he had it backwards, that if their goal
12 was really to grow the youth they weren't
13 going to grow the youth unless they grew the
14 adults. He had it in reverse because they
15 would not be getting the growth they need in
16 referees or coaches or youth parents who are
17 participating in the game, so in order to grow
18 the youth you really have to grow the adults
19 and he sort of nodded.

20 But I think, John, yourself and Richard
21 and the others involved, I think this is not
22 something where we point this out and say,
23 hey, we're here. We're important. You need

1 us.

2 To me it's an ongoing battle. I know
3 you've been through that through the
4 Governance Task Force last year with the Board
5 realignment, but I think they need to be
6 constantly reminded and pressed on this
7 because it was -- I was horrified to see that
8 slide and the adults just left out completely
9 as not part of their plans.

10 PRESIDENT MOTTA: Andy, I agree with you
11 1000 percent because I saw that same
12 presentation given to the Board maybe a couple
13 of months ago and that came across blaring to
14 me, too, and I did ask Will the same question.

15 I go, so you got the professionals, you
16 got the youth. So you really don't care if
17 the amateurs are growing or not? And he kind
18 of like gave me the same time of an answer,
19 but I noticed that a few months ago, and I
20 pointed it out to him.

21 So if he had been smart he would have
22 fixed that before he showed it to the
23 membership, but I guess he didn't get the

1 message. So thank you, Andy.

2 MR. MARION: Thank you, John.

3 PRESIDENT MOTTA: Who else? Anybody
4 else have their hand up? Jen? Anybody else
5 for Good of the Game?

6 MS. SUNDERLAND: Yes. Sam Cohen is
7 next.

8 PRESIDENT MOTTA: Go ahead, Sam. Sam?
9 Sam, did you want to speak? We can't hear
10 you, Sam, if you're on mute.

11 MR. COHEN: I didn't put my hand up or
12 ask to speak that I'm aware of.

13 PRESIDENT MOTTA: Okay. But your hand
14 is up, Sam. You must have hit it by accident.

15 MR. COHEN: There it is. I must have
16 hit it by accident. I apologize.

17 PRESIDENT MOTTA: Thank you, Sam.
18 Anybody else, Jen?

19 MS. SUNDERLAND: Yes. Bob Riggs.

20 PRESIDENT MOTTA: Bob Riggs, the floor
21 is yours.

22 MR. RIGGS: Hi. I just wanted to say
23 it's great to be able to see some people that

1 I haven't seen in a while and listen to some
2 people. And I was a former executive director
3 for a couple state associations for years and
4 including Kansas Youth Soccer and Ohio North
5 Soccer.

6 I just -- I'm filling in for Alan. He
7 asked me if I could be his delegate because he
8 had something that he couldn't make the
9 meetings and while this doesn't sound like
10 good news because out of the eight leagues he
11 lost six of his leagues due to COVID, so he's
12 down to two leagues, but we talked and I think
13 we've got some ideas to try to grow the
14 numbers back up.

15 Hopefully maybe we can get back up to even
16 800 over this next year, so we've got some
17 ideas. I did give Alan a little heads up
18 because Alan knowing -- everyone knows Alan,
19 right? I'm sure he asked me if I can help him
20 out with this and participate to get back in
21 there because somewhere down the line I think
22 he's wanting me to be like maybe the VP of
23 Kansas and I don't so --

1 PRESIDENT MOTTA: Okay.

2 MR. RIGGS: The last thing with Bill
3 Davey, I have known Bill for many, many years
4 and I want to thank him for everything
5 particularly in Kansas and just say, hey, good
6 job. I appreciate everything you've done for
7 soccer. Thanks.

8 PRESIDENT MOTTA: Thank you. And if you
9 need help trying to get those leagues back in
10 Kansas you can always call Duncan at the
11 office for some support there.

12 MR. RIGGS: Absolutely. Absolutely.

13 PRESIDENT MOTTA: Thank you.

14 MS. SUNDERLAND: Andy Weiss is next.

15 PRESIDENT MOTTA: Andy.

16 MR. WEISS: Can you hear me?

17 PRESIDENT MOTTA: Absolutely.

18 MR. WEISS: Great. I just wanted to
19 take a minute. This Board very properly
20 supported a fund that was endowed by Angelo
21 Bratsis' family after he passed last year and
22 it just got put into place and it's now up and
23 running as of the 1st of the year and I hope

1 that we all support that fund.

2 As of maybe only in the last week or so I
3 think I sent some forms to the office. I'm
4 sure that Nick and Duncan will put those on
5 the website very soon in the resource center
6 and tell your states and I know there's been a
7 lot of interest from referee committees, from
8 individuals all across the country to donate
9 to the fund, but we also want to have a good
10 vibrant nomination process that comes through
11 all of the states, so there will be a
12 nomination form up on the site soon.

13 Tell your state referee committee to send
14 somebody or nominate somebody. This is an
15 award that will monetarily help some young and
16 upcoming referees in our association advance
17 their career and get to other adult events to
18 continue refereeing and get better at it, so
19 this helps all of us.

20 PRESIDENT MOTTA: Thank you, Andy.

21 MS. SUNDERLAND: Jim Bollinger is next.

22 PRESIDENT MOTTA: Jim? Jim Bollinger?
23 You might be on mute. Jim? Mr. Bollinger,

1 are you going to speak? We cannot hear you.
2 Anybody else?

3 MS. SUNDERLAND: Yes. Tom Moore.

4 PRESIDENT MOTTA: Okay, Tom.

5 MR. MOORE: Thank you very much, John.
6 I'm heartened in recent months that John has
7 been working hard to reach across some of the
8 inter-council barriers. Indeed, he brought
9 Patti Hart to a recent USASA NBOD meeting and
10 she also recognized his work reaching --
11 trying to reach across those barriers.

12 We still have a ways to go. I made an
13 attempt to sit in on the Pro Council meeting
14 this afternoon and Federation staff told me,
15 oh, no. That's a completely closed meeting.
16 We don't want any of you great unwashed --
17 well, they didn't say that, but the subtext
18 was we don't want any of you great unwashed
19 listening in on us.

20 So, we have work in front of us and I
21 would certainly urge everyone on the Adult
22 Council, you're not chopped liver and you may
23 have athletes from the Athletes Council who

1 live in your state. Let's start reaching
2 across these barriers because that's the only
3 way we're going to survive is to develop those
4 personal relationships with these folks.

5 John, thank you for the good work and
6 keep that up please. Thanks.

7 PRESIDENT MOTTA: Thank you, Tom, and
8 thanks for recognizing that. So yeah, I agree
9 with Tom that we should all reach out to other
10 members of other councils just to keep that
11 relationship going.

12 So okay. Anybody else?

13 MS. SUNDERLAND: Yes. Janet Campbell.

14 PRESIDENT MOTTA: Janet, go ahead.

15 MS. CAMPBELL: Can you hear me?

16 PRESIDENT MOTTA: Absolutely. Go ahead.

17 MS. CAMPBELL: Well, you knew that I had
18 to speak up, right?

19 PRESIDENT MOTTA: I was wondering when.

20 MS. CAMPBELL: First of all, I just want
21 to thank Richard Moeller for all of his work
22 over the past years and I'm sure that we'll be
23 seeing him in the future as well.

1 But I did want to mention that I'm not
2 sure how many people on this call have also
3 been involved in the recent calls with the
4 Federation on the budget and the bylaws and
5 everything else that's going on, but we have
6 some really, really critical things that are
7 going to be voted on tomorrow and some things
8 that are really going to impact the future of
9 the adults and the youth and, you know, I was
10 on both budget calls and, you know, I'm not
11 sure how many people have really dug into the
12 budget, but they're proposing an over \$30
13 million deficit budget not including the
14 \$24 million that is in the settlement for the
15 Women's National team which also doesn't
16 include the CBAs that they haven't negotiated
17 yet.

18 So we're looking at a significant,
19 significant cut into the reserves of the
20 Soccer Federation and from what I can see,
21 very little of it benefits adults or youth and
22 we're basically under attack at this point in
23 time.

1 But I would ask everybody to please look
2 into that budget. One of the things I brought
3 up what John had said about there's really not
4 support for referees. They are literally
5 making a \$1.7 million profit on the referee
6 program while they're making a significant
7 loss on all of the national teams and the
8 entire \$30 million deficit is in support of
9 the national team.

10 And when we bring up what are you doing
11 for youth they bring up the Innovate for
12 Growth Fund which they budgeted at \$4 million,
13 but as John said, last year they gave out like
14 \$450,000 so it's not a real investment in the
15 youth game. We'd love to see some things
16 going on with referees, some different things
17 going on with coaching education.

18 We'd love it if they would help us with
19 building some fields around this country
20 because that seems to be a big problem for
21 adults.

22 The other thing that's coming up is
23 paying the president. And I don't know how

1 you guys feel. I just want to put a plug in
2 that I'm voting against it on behalf of North
3 Texas. You know, we've got a situation where
4 the athletes are putting forward to pay Cindy
5 basically \$125,000 a year and that doesn't
6 include the benefits.

7 She will become a full-time employee. She
8 will also -- she also for anyone who has
9 looked at the Federation finances, her husband
10 has made over \$100,000 last year from the
11 Federation for coaching education.

12 They are also saying if she ends up being
13 on the Concacaf board that she will be paid
14 \$125,000 for that as well, so we also ask, you
15 know, what other organizations, especially
16 nonprofit organizations, are paying, you know,
17 the head of their board.

18 They have a staff in the office that's
19 making -- I mean, they're -- I'm not sure what
20 Bill's exact title is. I think CEO is making
21 close to half a billion -- sorry. Not half a
22 billion. That would be great. Half a million
23 dollars, and so the Board is supposed to be

1 directing that staff and not actually doing
2 the work so we know that John is not paid in
3 his position.

4 None of the state presidents are paid in
5 their positions. President of U.S. Youth is
6 not paid. It is strictly working on getting
7 an athlete paid in that position. And we also
8 know that Carlos has said if he is elected
9 that he will not accept the money.

10 You know, when we've got nine or 10
11 people lined up three years ago that wanted to
12 run for president of the Federation and all
13 but one were willing to do it for free, I
14 asked why are we adding another \$200,000 to
15 the budget for paying the president.

16 Also, I just want to say one other thing
17 and I'll get off my high horse here. The
18 Governance Committee, it was a privilege
19 really to serve on that Governance Committee
20 and see the people, both the adults and the
21 youth that stood up for the adults, and I also
22 wanted to recognize Roy Carlson who was on
23 there as a youth representative, but he's from

1 a joint state so he also stood up for the
2 adults as well and Richard Groff who was on
3 there as a life member but he, of course, also
4 spoke very wisely on behalf of adults.

5 So I feel like we did accomplish a lot
6 by keeping our share of the National Council
7 vote and also our share of Board of Directors
8 and I just wanted to express my appreciation
9 to the group on here.

10 PRESIDENT MOTTA: Thank you, Janet.
11 Just to add one thing to Janet. I mean, I'm
12 not supporting the bylaws to pay the president
13 either. I honestly believe that we already
14 pay the CEO of U.S. Soccer half a million
15 dollars a year as a paid employee to run this
16 federation. I don't think we need to pay a
17 second employee/president to run this
18 federation.

19 That is the job of the CEO, so I agree
20 with Janet and I will not support that bylaw
21 either. Anybody else?

22 MS. SUNDERLAND: Yes. Shonna has her
23 hand up.

1 MS. SCHROEDL: Hi. I just want to give
2 a congratulations to the USA deaf team and
3 Kendra Halterman and Mike Edwards who worked
4 diligently to bring them into being an
5 official USA extended national team. I think
6 that's great that we're looking at our
7 disability groups and I believe there will be
8 others down the road, so congratulations to
9 Kendra, Mike and all of the people behind that
10 move.

11 PRESIDENT MOTTA: Okay. Thank you,
12 Shonna.

13 MS. SUNDERLAND: Jim Bollinger is back.

14 PRESIDENT MOTTA: Jim.

15 MR. BOLLINGER: John, can you hear me?

16 PRESIDENT MOTTA: Hey, we can hear you.

17 MR. BOLLINGER: I'm going to shoot this
18 thing.

19 John, two things. First of all, and I
20 just sent you this question since I couldn't
21 get through, is has the USASA NBOD ever
22 decided what they were going to do with this
23 \$1.3 million we have sitting in reserve

1 insurance? Are there any plans for that?

2 PRESIDENT MOTTA: That's insurance
3 reserve and it's sitting there just in case
4 the rates do skyrocket we can dip into there
5 instead of raising rates for your members, so
6 that has been kind of the policy behind that
7 that we would keep that reserve there and so,
8 you know, we don't want to raise our fees and
9 that's there to protect an increase in
10 insurance fees.

11 MR. BOLLINGER: That's reasonable,
12 especially since when you approach a league
13 about being an affiliate one of the first
14 things they whine about is the cost. Jesus
15 Christmas.

16 The second thing is just on a personal
17 note for those of you in Atlanta, this will
18 presumably be my last USASA meeting, my last
19 hurrah, so to speak. In May 2020 I advised my
20 membership and the Executive Committee of the
21 20 years in this role and let's say somewhat
22 landmark birthday approaching next month that
23 I won't run, that I wasn't going to run for an

1 eleventh term.

2 So with that being said, I wanted to tell
3 all of you that I appreciate all of the highly
4 compensated work you all do and whether I
5 agree with your position or not, the
6 opportunity to get to know you, interact with
7 you and work with you to better this game was
8 special to me.

9 For those who are going to be in
10 Atlanta, I hope to belly up to the bar with
11 you one last time. I had hoped to do this
12 more than once, but due to this damn
13 affliction and our crazed response to it, that
14 dream didn't happen. However, I do plan to
15 meet as many of you as possible this evening,
16 1630 at the bar and maybe buy you a bevi on
17 EPSA, especially Frank Giancroce, Angelo
18 Bratsis, Greg Watson and all those other
19 important members of our soccer family that we
20 have lost in the last few years.

21 Personally, I'm going to be ordering a
22 Dewar's and water, Frank's favorite drink as
23 many of you know, and with that I'll say

1 cheers or as my ancestors would say, Sláinte.

2 PRESIDENT MOTTA: Thank you, Jim, and
3 thank you for your service and your commitment
4 to USASA as the president of Eastern
5 Pennsylvania. We appreciate everything you
6 did and hopefully you continue crossing our
7 paths. So good luck in your future endeavors
8 and it's, of course, great to have known you.

9 Anybody else?

10 MS. SUNDERLAND: Yes. Indiana Soccer.

11 PRESIDENT MOTTA: Is that Guthrie?

12 MS. SUNDERLAND: Not sure until he gets
13 on.

14 PRESIDENT MOTTA: Or John Mitchell.

15 MS. SUNDERLAND: Or John Mitchell.

16 MR. GUTHRIE: This is Dave Guthrie. I
17 wanted to tailgate off of Janet's comments
18 about the budget. I was able to sit on a
19 second session and listen. I wasn't able to
20 comment based on where I was, but what I heard
21 that put a different light on the deficit was
22 that -- I think her name is Pinkie, the one
23 who is reading --

1 PRESIDENT MOTTA: Yes, Pinkie.

2 MR. GUTHRIE: She mentioned that the
3 Board of Directors, and maybe you can shed
4 some light on this, John, had voted several
5 years ago to invest, spend down I think was
6 the term she used, \$200 million down to
7 \$50 million.

8 Now, that would give us an understanding
9 of why there's a deficit budget because
10 they're dipping into the budget as reflecting
11 that decision to spend down or to invest the
12 reserves. The real question I think we should
13 be asking is what are we getting for that
14 return on investment?

15 First, was there a -- was there a
16 five-year plan? A ten-year plan? Was there a
17 vision established as to what \$150 million was
18 going to do? Were there these key performance
19 indicators to suggest every year let's look at
20 that investment and make sure it's doing what
21 it is we determined it was going to do because
22 it looks to me like -- again, this may be an
23 unjustified statement, but it looks to me like

1 we've acted like a drunken sailor and we've
2 just spent money and we've thrown it out there
3 and I don't know what that return looks like
4 if at all there's a return on investment.

5 So when it comes to the budget I think we
6 should be pressing hard. That's the youth,
7 the adults, all the memberships should be
8 pressing hard saying what is it we get for
9 your \$150 million or soon to be \$150 million.

10 I'll pause right there, John, to see is
11 it true that the Board voted to spend down or
12 invest and do you know, was there a -- did
13 they establish any goals, objectives, any
14 ideas that we should be looking at as far as
15 what return we got on that \$150 million?

16 PRESIDENT MOTTA: So thank you for the
17 question. And she is absolutely right. Five
18 years ago the Board made a determination that,
19 you know, we have all this money in the bank.
20 We need to go back and reinvest it in the game
21 and it's true that the Board did agree that we
22 will run for the next five years a negative --
23 a deficit budget to bring down the deficit, so

1 all of that is true.

2 I mean, again, there were goals. There
3 were -- we had presentations from the
4 different departments on how they were going
5 to grow the game by spending this money. I
6 mean, we're not going to go over it today
7 because that's a whole presentation on its
8 own, but I can go try to dig it out and I can
9 send it to you and you can take a look at what
10 those goals were.

11 Everything Pinkie said about that is true
12 and the Board did setup what those goals would
13 be.

14 MR. GUTHRIE: Thank you. And what I
15 would ask from the youth and the adult
16 representatives on that board is since they
17 made a presentation on what the goals and
18 objectives were, how they were going to use
19 this money and what the return on their money
20 is going to produce, I'd like to see and make
21 sure that we scrutinize the results.

22 \$150 million at least to me is a lot of
23 money and we should have gotten a decent

1 return on that investment, so I just think we
2 need to hold whoever accountable for that kind
3 of money.

4 PRESIDENT MOTTA: Yes. And the other
5 comment I would want to make is even though we
6 did project deficit budgets which was approved
7 at the National Council meeting by the
8 membership, there are a couple -- a few years
9 after even though they were budgeted deficit
10 spending some of those years I think we ended
11 up positive because, you know, I mean, a
12 budget as you well know is a budget.

13 You can't read into the future. You're
14 just projecting, but you know if you have a
15 good game or you get a good opponent and you
16 sell a lot of tickets.

17 This year is a good example. We were
18 supposed to have a deficit for this last
19 budget, but we ended up with a surplus because
20 when we did the budget we were not
21 anticipating we were going to sellout stadiums
22 or stadiums were going to open up and we were
23 going to get so many people, so when the

1 stadiums opened up and we sold tons of tickets
2 we ended up at a surplus even though we did
3 have a deficit budget planned for this year.

4 So again, a budget is a budget, but the
5 Board did agree to do deficit spending for
6 five years, but I think some of those years we
7 ended up with surpluses.

8 MR. GUTHRIE: But John, the point is is
9 that over five years the Board has decided to
10 invest back into the sport.

11 PRESIDENT MOTTA: I got it.

12 MR. GUTHRIE: \$150 million.

13 PRESIDENT MOTTA: What did we get for
14 it?

15 MR. GUTHRIE: Yes. Whether we have a
16 windfall because of selling tickets or
17 whatever, that does effect the budget, but it
18 didn't negatively or positively impact the
19 investment.

20 PRESIDENT MOTTA: Yes. I got it. So
21 the spending was still there. I got it.

22 MR. GUTHRIE: Spending is still there.
23 What did we get in return or what was the

1 return?

2 The other thing is as far as the bylaw on
3 paying the president I'll be speaking against
4 that tomorrow if I get an opportunity because
5 that is so against best practices for not for
6 profit.

7 There should be a line of demarcation
8 between the oversight group and the paid
9 staff. This co-mingles that. It also -- now
10 you've got two paid staff members which others
11 have said so how does that work? How does the
12 CEO -- how does he respond to a paid employee
13 making less than him and yet who has authority
14 over him?

15 So it really starts to blur the lines
16 and I think we will suffer as a result. Now,
17 why the athletes put it forward, I think all
18 of us can see through why they did that. The
19 real issue for me is, though, we're deviating
20 from best practices because as a not for
21 profit organization the IRS looks at us as a
22 public trust. It looks to the Board members
23 as trustees that are making sure that they

1 protect that not for profit status and protect
2 the mission and vision of the organization.

3 This right here puts that at risk. It
4 compromises that oversight responsibility of
5 that individual.

6 PRESIDENT MOTTA: Yes. So the rumor
7 here in Atlanta for those of us that are here,
8 the scuttlebutt we have been hearing is maybe
9 the athletes may be withdrawing that motion or
10 that bylaw change because they got a feeling
11 that there's not enough support to pass it, so
12 the scuttlebutt last night was it was going to
13 be withdrawn so we'll wait and see for that.

14 MR. GUTHRIE: Okay. I will mute myself
15 then, but thank you for giving me the
16 opportunity.

17 PRESIDENT MOTTA: Okay, Dave. Okay. So
18 unfortunately, we've got to call the meeting.
19 We're in a room that we have to leave. They
20 have to set it up for a 3:00 meeting.

21 So I want to thank everyone for your
22 time, your questions, your participation in
23 our meeting and our Adult Council meeting. I

1 thought it was good conversations.

2 Some of the results I'm not happy with,
3 but hey, life goes on and, you know, I would
4 like to call for a motion to adjourn the
5 meeting.

6 I'll make the motion to adjourn the
7 meeting.

8 UNIDENTIFIED SPEAKER: So moved.

9 PRESIDENT MOTTA: So we have a motion.
10 Before you hang up, Duncan has a message.

11 EXECUTIVE DIRECTOR RIDDLE: Just a
12 reminder for everybody, Nick sent out a
13 WhatsApp link beginning of this week so we can
14 all communicate during the U.S. Soccer
15 National Council meeting tomorrow.

16 He will send out a reminder to you all
17 in the morning, too, so if you want to get on
18 that WhatsApp link so you can all communicate
19 during that meeting, just look out for that
20 link tomorrow.

21 Thank you. And we'll see you in
22 September.

23 (Meeting adjourned.)

REPORTERS CERTIFICATE

1
2
3
4 I, REBECCA L. DIBELLO, RPR, CSR,
5 appointed to take the minutes of the Adult
6 Council Meeting, do certify that the within
7 proceedings of the Adult Council Meeting were
8 taken by me stenographically via Zoom Webinar
9 on March 4th, 2022, then reduced to
10 typewritten form consisting of 76 pages
11 herein; that the foregoing is a true
12 transcript of the proceedings had.

13
14 IN WITNESS WHEREOF, I have hereunto
15 subscribed my name and affixed my seal this
16 22nd of May, 2022.

17
18 

19
20 _____
21 Rebecca Lynne DiBello, CSR, RPR
22 Notary Public - State of New York
23 No. 01D14897420
Qualified in Erie County
My commission expires 5/11/2023

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USASA**

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