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1 PROCEEDINGS

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7 UNITED STATES ADULT SOCCER ASSOCIATION

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10 2013 NATIONAL COUNCIL MEETING

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14 Hyatt Regency on Capitol Hill Hotel

15 Washington, D.C.

16

17 June 1, 2013

18 2:12 p.m. - 4:00 p.m.

19

20

21 Reported by

22 Debra K. Resling, RMR, CRR

23 Resling Sportsript, Inc.

24 4 Cheyenne Blvd.

25 Colorado Springs, CO 80905

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1 (Commencing at 2:12 p.m.)

2 PRESIDENT GROFF: We are not going to take

3 a break. We are going to run right into the United

4 States Adult Soccer Association National Council

5 meeting. Okay.

6 Is everyone willing to accept the prior

7 credentials report? Is there any objection to that?

8 Or do you need to go through the roll call and

9 credentials report once again?

10 UNIDENTIFIED SPEAKERS: No.

11 PRESIDENT GROFF: Hearing no objection,

12 that's what we're going to do.

13 Confirmation of the minutes. You have all

14 received copies of the minutes. Is there anyone who

15 has a correction? And I'm sure, each of you read all

16 100 pages.

17 Hearing none, the minutes are confirmed.

18 (Motion passed.)

19 PRESIDENT GROFF: We immediately go into

20 elections. Now, this is the ballot for the U.S.

21 Adult Soccer Association. The first position is

22 vice-president of the U.S. Adult Soccer Association.

23 Do I have nominations?

24 MR. TRAINOR: Dan Trainor, Region 4

25 Director.

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1 A G E N D A

2

3 Page Line

4 Call to Order 3 2

5 1: Moment of silence -- --

6 2. Roll call 3 8

7 3. Credentials 3 6

8 4. Confirmation of minutes

9 2012 mid-year meeting 3 13

10 5. Elections 3 20

11 Vice-president 3 21

12 Treasurer 5 12

13 USASA NBOD At-large position 6 14

14 6. Communications 52 22

15 7. Reports of officers and committees 8 4

16 8. Unfinished business -- --

17 9. Amendments to the charter,

18 Bylaws, and policies 36 24

19 Housekeeping, New Bylaws

20 10. New business 49 4

21 2013-2014 Budget 46 24

22 New member approvals

23 Recognition of Staff and 66 23

24 Presentation to Members 67 4

25 Presentation to Associations 71 17

11. For the Good of the Game 75 7

12. Adjournment 87 21

4

1 I would like to nominate Bill

2 Bosgraaf as vice-president. He's served the

3 association well for the past few years, and we

4 think that he will be an excellent addition to

5 keep him on and continue the work that he's been

6 doing.

7 PRESIDENT GROFF: Are there any other

8 nominations?

9 Hearing no other nominations; a

10 motion to close the nominations.

11 MR. OLIVAS: So move.

12 PRESIDENT GROFF: Anyone opposed?

13 Bill, congratulations.

14 (Motion passed.)

15 PRESIDENT GROFF: Do you want to say

16 something?

17 MR. BOSGRAAF: Thank you for your

18 confidence in putting me back in this position.

19 I also want to thank John for running a nice

20 campaign over there and giving him a good start

21 on what's going to come in March. I'm sure he's

22 going to do a good job in these next few months.

23 Definitely, the Board of Directors is an

24 interesting place to be. But in the meantime,

25 there's also a lot of work that we still need to

<p>5</p> <p>1 do for the USASA. And I will enjoy working with 2 Richard, and we'll see if John is going to take 3 over in March also. 4 Thank you. Really appreciate it. 5 (Applause.) 6 PRESIDENT GROFF: And the next 7 position is Treasurer. Just a moment. Toni has 8 decided not to run, and we will talk about where 9 she is going to help us in the future, but, Toni, 10 thank you so much. 11 (Applause.) 12 PRESIDENT GROFF: The nominations for 13 Treasurer. 14 MR. LA VIELLE: Rob La Vielle, Region 15 3 director. 16 It's my honor to nominate Lori 17 Stoneburner from Alaska. Many of you know Lori. 18 She has been the Region 4 treasurer for three 19 years. She's still an active player in the game. 20 She has 18 years of accounting background. She's 21 been on various committees in our organization, 22 coed, Select. That's where I met Lori initially, 23 when we had the Select team committees, and she's 24 held various roles within the Alaska state 25 organization.</p>	<p>7</p> <p>1 position. Arthur is the current Florida State 2 Soccer Association president and has been for the 3 last four years. Prior to that, he's had an 4 officer position as secretary and also other 5 positions in the state. Arthur is not only an 6 administrator, the leader in the state of 7 Florida, but he's newly elected now to do better 8 things and more things for USASA. He's also a 9 coach. He just passed recently the inaugural 10 USASA U.S. Soccer license, License 1, that we 11 held in Florida, and he is going to be a referee 12 in the Vet Cup. 13 So it's my honor to nominate Arthur 14 Mattson. 15 (Applause.) 16 PRESIDENT GROFF: Thank you, Richard. 17 Are there any other nominations? 18 Hearing none, a motion to close the 19 nominations. 20 UNIDENTIFIED SPEAKER: So move. 21 PRESIDENT GROFF: Second? 22 All in favor, say aye. 23 (Motion passed.) 24 PRESIDENT GROFF: Arthur, congratulations. 25 Would you like the microphone?</p>
<p>6</p> <p>1 So, Lori, it's my privilege to 2 nominate you for the treasurer's position of 3 USASA. 4 PRESIDENT GROFF: Thank you, Rob. 5 Any other nominations? 6 Hearing none, I will accept a motion 7 to close the nominations. 8 MR. OLIVAS: So move. 9 PRESIDENT GROFF: Second. 10 UNIDENTIFIED SPEAKER: So move. 11 PRESIDENT GROFF: All in favor. 12 Lori, congratulations. Fantastic. 13 (Applause.) 14 PRESIDENT GROFF: Okay. The next 15 position is the USASA at-large position. First, 16 let me say, Jim, fantastic job that you have 17 done. 18 (Applause.) 19 PRESIDENT GROFF: Any nominations for 20 this position? 21 MR. MOELLER: Hi, Richard Moeller, 22 vice-president of Florida State Soccer 23 Association. 24 It's my honor and privilege to 25 nominate Arthur Mattson for the at-large</p>	<p>8</p> <p>1 (Applause.) 2 PRESIDENT GROFF: Okay. That ends 3 the election portion of the agenda. 4 Next, we will go to the Reports of 5 Officers and Committees. This is going to be 6 managed by Duncan, our executive director. You 7 will be here for a while. 8 MR. RIDDLE: Thanks, Richard. 9 I'm going to give you a quick update 10 on some of the competitions that we've introduced 11 this year and a little update on a traditional 12 competition that's growing. And then we'll have 13 all our officers give you an update on the 14 finances and other parts of the business. 15 If you can read that on the screens, 16 last weekend we had the U.S. National Amateur 17 Championship. This was an idea that John Motta 18 brought to the table almost two years ago. And 19 we -- Richard did a great job of putting pressure 20 on the Federation to finance this competition to 21 try and find the true amateur champion. 22 So the participating teams were the 23 Open Cup winners, which was the Croatian Eagles 24 from Milwaukee; our Amateur Cup champions from 25 last season, which is the Battery Park Gunners</p>

<p>9</p> <p>1 from Boston; and then we had the winners of the 2 NPSL League, FC Sonic, who come from 3 Philadelphia; and the PDL team, the PDL 4 champions, the Carolina Dynamo from Greensboro. 5 We named the trophy after Hank 6 Steinbrecher. And Hank was our guest last 7 weekend; he had a fantastic experience. The 8 tournament was a great success. I have to thank 9 the PDL, and their team did a great job in 10 hosting us. The stadium was fantastic. We had 11 5- to 600 fans on Friday evening; same on Sunday. 12 And we streamed the game live, the final, and we 13 got 500 people -- well, 500 links to the web 14 site, so there potentially could have been 1000 15 people watching if there were two people on each 16 screen. 17 It was a great event. It went off 18 very smoothly. A very, very tight event. The 19 games were fantastic. The final on Sunday went 20 to OT and then PKs and won eventually by the PDL 21 team, the Carolina Dynamos. 22 So I would just like to congratulate 23 the PDL guys at the back there. Tim, your team 24 is fantastic and just thank the Carolina Dynamos 25 for hosting us. They did a great job, very, very</p>	<p>11</p> <p>1 We have 100-plus teams, and I believe that is the 2 first time we have actually exceeded a number 3 from the previous year at the same location. As 4 you know, in the Vets Cup, we go two years, and 5 then we move venues. So, a great -- Cezar is in 6 the room -- a big round of applause to Cezar for 7 the fantastic job that he's done. 8 (Applause.) 9 MR. RIDDLE: That's just a quick 10 update on the competitions. 11 I know you are all desperate for 12 another polo -- you have a voucher -- you should 13 have in your books. When we leave here, if you 14 go out through those doors, the staff will be out 15 there to distribute the polos to you. That was 16 just a quick reminder. 17 And then the mid-year meeting is in 18 Lake Tahoe. The booking details for the hotel 19 will be out next week on the web site and sent to 20 everybody. We didn't send that many out. We 21 didn't want to cause confusion. There's been 22 enough confusion around this AGM, I believe. So 23 next week, you will get all those details. 24 Okay. I'm going to pass over now to 25 our continuing vice-president, he wants to say a</p>
<p>10</p> <p>1 good. 2 Move the screen up. 3 We inaugurated that gentleman. 4 This year we also looked at some 5 feedback from the members; we wanted to 6 reconstruct the Women's National Cup into a -- 7 more of a round-robin format. And the tournament 8 now is up and coming. It's June 25th through 9 June 30th at Overland Park in Kansas. The 10 committee has done a great job. And as you can 11 see from the numbers, we now have -- if I can 12 read from here -- 4 Open teams, 6 in the Amateur 13 competition, and 6 in the Under-23s. 14 As I say, that competition now will 15 run the 25th through the 30th and more of a 16 round-robin format. They will be guaranteed 17 three games for each team. We are hoping that 18 will be a success. And next year we hope to take 19 the tournament to Florida, which should be 20 attractive to even more teams. 21 And just a quick update. Cezar will 22 give an update on the numbers a bit later, but 23 just to say, the Veterans Cup Committee have done 24 a great job. Again, the Veterans Cup Competition 25 will be held in Escondido June 25th through 30th.</p>	<p>12</p> <p>1 quick word, Mr. Bill Bosgraaf. 2 MR. BOSGRAAF: Actually, I gave a 3 report; it's in the book. So what I want to do 4 is spend just a couple of moments on the main 5 thing that I spent some time on over the last two 6 years, and that was the completion of the 7 coaching education courses. 8 As we all know, they are up and 9 running. We have our Level 1s and Level 2s. We 10 also offered everyone the discount to be one of 11 the first 20 to stage these things, and there's 12 still money available on this whole thing, but at 13 the same -- so please keep that in mind. There 14 are some changes that have been made, and the 15 person that's going to -- that will be in charge 16 going forward will be John Ellinger, and he will 17 be in charge of this program. 18 John is in the back. John, stand up, 19 for a second, would you please. 20 (Applause.) 21 MR. BOSGRAAF: I think most of you 22 know him very, very well. We've done good with 23 having John come on board, and please help him 24 out and get more of these clinics going. Good 25 luck, John.</p>

<p>13</p> <p>1 That's all.</p> <p>2 MR. RIDDLE: Next is the treasurer's</p> <p>3 report from Toni. I think we're going to talk a</p> <p>4 little bit more about Toni later, so we will</p> <p>5 leave the applause until then and just hand it</p> <p>6 over for her to give us a quick update.</p> <p>7 MS. BRIGGS-MCGEE: You have in the</p> <p>8 book the financial statement from our last audit,</p> <p>9 which was in August. It seems odd because we</p> <p>10 have moved this meeting to June, basically, and</p> <p>11 our next audit starts in three months. But a</p> <p>12 very positive year, mostly driven by the fact</p> <p>13 that we got a pretty large dividend from our</p> <p>14 insurance company that was an unexpected amount</p> <p>15 of income, but we got \$279,000 to the good.</p> <p>16 We are extremely packed in cash. We</p> <p>17 have over \$2 million sitting in various savings,</p> <p>18 CDs, bank accounts, that definitely in the next 6</p> <p>19 to 12 months, we will have to take a look at</p> <p>20 because we front-loaded those accounts with some</p> <p>21 pretty high interest. And they are phased out,</p> <p>22 they are phasing out pretty quickly now, because</p> <p>23 we did all of those in about a three- to</p> <p>24 four-month period. So, given the interest rates</p> <p>25 in our economy, which are basically nothing, it</p>	<p>15</p> <p>1 and know that the budget process is difficult and</p> <p>2 to go back to these actual financial statements,</p> <p>3 but actually last year was the first year we were</p> <p>4 fairly close.</p> <p>5 Thank you.</p> <p>6 (Applause.)</p> <p>7 MR. RIDDLE: You are going to hear</p> <p>8 quite a lot from him over the next few years, but</p> <p>9 I would just like to welcome John Motta back to</p> <p>10 the mic just to give you an update on the</p> <p>11 referees.</p> <p>12 MR. MOTTA: Just a quick report on</p> <p>13 what's going on with the referees. As I told</p> <p>14 many of you, the Grade 7 referee module, which</p> <p>15 was highly requested by this group at the last</p> <p>16 summit, is up and running.</p> <p>17 We will kick off the first training</p> <p>18 session at the Veterans Cup this year. We will</p> <p>19 have Alfred Kleinaitis come in and do the very</p> <p>20 first Grade 7 adult training module at that</p> <p>21 event. So basically it will be the first time</p> <p>22 it's been presented. After that, we're doing it</p> <p>23 to basically take the kinks out of it. If</p> <p>24 there's something that's good, something that's</p> <p>25 bad, we will modify it, and probably after July</p>
<p>14</p> <p>1 will be a challenge for us to put anything into</p> <p>2 an account, keeping it safe, which is the 250</p> <p>3 minimum, and make any type of income. So that</p> <p>4 will be a pretty good challenge in the next 12</p> <p>5 months.</p> <p>6 As of May 31st we have a net income,</p> <p>7 but it's hard to gauge who is going to turn in</p> <p>8 what kinds of player registrations, because it's</p> <p>9 kind of back-loaded; a lot of you wait until the</p> <p>10 very last to turn them in. When I say "last," I</p> <p>11 mean September, October. So please get those in</p> <p>12 as soon as you can by year-end to help us gauge</p> <p>13 that.</p> <p>14 And our biggest expenses are in June,</p> <p>15 July, August, because that's all of our events:</p> <p>16 these types of meetings, which are fairly costly;</p> <p>17 national cups, which is one of our largest events</p> <p>18 that we spend money on. And I think it will</p> <p>19 still end up with a positive year as it is.</p> <p>20 So there's nothing unexpected this</p> <p>21 year that we've had. I would challenge you on</p> <p>22 the budget side, that although we're going to</p> <p>23 talk about the budget, that things change daily</p> <p>24 with this. I mean, you know, our insurance just</p> <p>25 changed. So those things are going to change,</p>	<p>16</p> <p>1 1st, it should be available for all the states to</p> <p>2 present this at the state level. So your states</p> <p>3 will be presented with this module.</p> <p>4 So after July 1st, I'm very confident</p> <p>5 that you will be able to do the Grade 7 adult</p> <p>6 training module at your state level.</p> <p>7 This was one of the goals that were</p> <p>8 presented at the summit, and the one thing I'm</p> <p>9 proud of is I'm proud of Bill. We were charged</p> <p>10 that this goal was supposed to be completed by</p> <p>11 the year 2013, and both Bill -- his coaching</p> <p>12 course is done by '13, and we got the referee</p> <p>13 course done by '13, so it was something that the</p> <p>14 membership asked for, and we've got it for you.</p> <p>15 Just on the -- you know, our</p> <p>16 tournaments coming up, I'm sure you have heard</p> <p>17 enough about Veterans Cup by now, so I won't go</p> <p>18 into that. Our Nationals are coming up, and we</p> <p>19 will be looking for probably two referees from</p> <p>20 each region this year only because, as you know,</p> <p>21 we have the women's tournament separate from the</p> <p>22 men's tournament. So we have really had to</p> <p>23 allocate referees to the two tournaments, so it</p> <p>24 looks like that we will have two referees from</p> <p>25 each region coming to the National finals.</p>

<p>17</p> <p>1 U.S. Soccer will be doing an 2 assistant referee academy, drawing on national 3 championships, so they will be providing the ARs 4 to our national championships. 5 Thank you. 6 (Applause.) 7 MR. RIDDLE: The next update is going 8 to be from the IT Committee. As you know, we are 9 striving to get an electronic registration 10 system. We have -- it's been taking a long time; 11 it's been a long process. But since the mid-year 12 meeting, we were charged to move that along. And 13 LeagueApps was our chosen provider, and they have 14 done a great job of actually getting to a point 15 now, which I think that Kyle and Barb Trainor 16 will confirm that we have a system that is 17 usable. 18 Kyle is going to just give you an 19 update on where they're at, what it looks like, 20 and how we then plan to actually roll it out and 21 who is going to be taking care of this process. 22 MR. LANGENWALTER: So a quick update 23 is that we have a very usable system. We have 24 been waiting until a couple of pieces of 25 functionality were developed, specifically the</p>	<p>19</p> <p>1 don't actually exist at the moment. So we did a 2 very good job. 3 Now Bob wants to give an update on 4 those findings and a little report. Bob McGee. 5 MR. MCGEE: Thank you very much. 6 I want to thank the membership right 7 here and especially the state presidents and 8 officers who participated in getting the survey 9 completed. Not only did we have responses from 10 54 of the 55 state associations, we also had 11 responses from all of our national leagues and 12 two or three of the regional leagues who also 13 participated. 14 The other thing that was quite 15 surprising is that they were very thorough. I 16 know it took some of you hours to do them right, 17 it took many hours to answer those surveys, and 18 they were complete. 19 In a couple of instances we found 20 them incomplete, contacted the state president or 21 the officer who completed it and got them 22 completed. So we feel that the results of our 23 survey are going to be very helpful in 24 determining not only best practices but areas 25 where we can grow as an organization.</p>
<p>18</p> <p>1 ability to print pass cards and rosters out of 2 the system, which is critically important to most 3 of the operations around the country. 4 So that has been implemented. It's 5 now ready, and that means that we're ready to 6 start rolling it out in a more serious way than 7 we have in the last year. 8 If you have organizations, leagues 9 that are interested, please have them contact the 10 USASA office, speak with Nick or Kevin, and then 11 we will engage with those organizations directly 12 and get them started using LeagueApps. 13 We are planning to have Nick and 14 Kevin attend some pretty serious training on 15 LeagueApps so that they can become the experts 16 for us. So very shortly they will be able to 17 answer any of your questions about the system. 18 But if you have any questions about this, more 19 detailed, just stop Barb or I in the hall and ask 20 us questions. 21 MR. RIDDLE: At the mid-year meeting, 22 Bob McGee gave you-all a survey on best 23 practices, which we had a great turn-in of 24 numbers. I think only one state association 25 didn't turn it in, and that was Maine, and they</p>	<p>20</p> <p>1 Next -- boy, these are hard to read, 2 so I'm going to have to go from -- why don't you 3 go to the next one. 4 We have a report prepared for today's 5 meeting. Unfortunately, due to, I guess, it was 6 FedEx closing this morning, we weren't able to 7 get it published and distributed to the meeting, 8 but what we did get distributed at the meeting is 9 the results of our survey. 10 In a packet that you may have 11 received when you came through the door is a 12 document entitled Compilation of Raw Data from 13 the Responses from the Survey, and attached to 14 it, a 15-page -- it's actually seven two-sided 15 page, 15-page results of the survey. When you 16 get a chance, go ahead and take a look at where 17 you see most of our state associations are coming 18 from, where we're maybe short in some areas in 19 best practices, and so on and so forth. 20 And based upon a very careful review 21 of this survey, going down to actually reviewing 22 each and every state association's response to 23 the survey, we were able to establish what we 24 feel are, right now, listed as the 15 25 identifiable best practices.</p>

<p style="text-align: center;">21</p> <p>1 Can we switch and get to -- keep 2 going, please. We should be -- that's it. Is 3 that the one -- go back one, please. Go back 4 another one, please. There we go. 5 This is the beginning of the 15 6 identifiable guidelines that we, as the Best 7 Practices Committee, feel should be the basic 8 guidelines for this association. 9 Between now and the mid-year meeting, 10 we are going to formalize in greater detail these 11 15. There may be another two or three that we 12 feel are appropriate. There may be one that 13 needs to be divided into two sections, but this 14 is the first four or five of the practices. 15 Next, please. 16 This is the next four or five. And 17 then next, please. 18 These are the finals resulting in the 19 15. It is our intention to present these to the 20 National Board of Directors. The National Board 21 of Directors will review it and approve it. If 22 they approve it, they will become the best 23 practices guidelines for our association. We 24 will then present this at the mid-year meeting, 25 and if you ratify that, then they will become the</p>	<p style="text-align: center;">23</p> <p>1 or who have not acquired 501(c)(3) or 501(c)(4) 2 status. That would be like one module. 3 Another module might be the formation 4 of organizations in compliance with state law. 5 We have found out that there are at least four or 6 five state associations that have no registration 7 or compliance with state law. They're not 8 nonprofit corporations or foundations or anything 9 else. But how do you maintain that with your 10 state associations and get that status with your 11 state associations. 12 There are some state associations 13 that are struggling with putting together due 14 process requirements. That means the process of 15 taking care of appeals, grievances, and so on and 16 so forth. One of the modules will go into the 17 details of exactly what you need to have, what 18 you may want to have as a better practice, and so 19 on and so forth. 20 So this would take place at a 21 mid-year meeting. 22 There was a suggestion by a member of 23 the NBOD yesterday that maybe what we can do is, 24 one year, we would stress models concerning 25 governance and make those very intense for half a</p>
<p style="text-align: center;">22</p> <p>1 best practices guidelines. 2 It's our intention that these become 3 the very basic nuts-and-bolts guidelines for 4 every national state association. And if our 5 national leagues and regional leagues wish to 6 adopt that too, the only difference is almost all 7 state associations -- all state associations are 8 non-profit, although I can't say that all 9 national leagues or regional leagues are. But 10 they can learn from the best practices for 11 national state associations and apply them to 12 their groups. 13 We actually resulted in four 14 initiatives that we felt were important for this 15 association. Next, please. Initiative 1 is what 16 we call the USASA Members Management Practices 17 Program. It's a lot of letters here and a long, 18 stretched-out name, but basically, what it is, is 19 to put on a series of classes, preferably at the 20 mid-year meeting. These classes will be in 21 different modules. There may be a module about 22 501(c)(3) and Form 990, how you fill it out, how 23 you deal with it, what are the things to watch 24 out for. It's especially going to be good for 25 state associations that currently do not qualify</p>	<p style="text-align: center;">24</p> <p>1 day and then, maybe the next year, stress 2 communications or management of the state 3 association. 4 The theory here would be that we 5 would bring in experts in those fields. We may 6 find expertise right within our group. I'm 7 looking at some of our recently "retired board 8 members," and I can see someone right now who can 9 take care of 501(c)(3). I can see someone like 10 Bruno, who could take care of a lot of our issues 11 concerning rules, regulations and processes, 12 since he has been on the national Rules Committee 13 many years ago. But we can use the resources we 14 have internally to put on these classes. 15 The other thing that we felt was we 16 need to have some sort of rewards, some 17 encouragement to attend these classes, so we 18 would propose to issue a certification. If you 19 attend the class, you end up with a certificate. 20 It acknowledges you attended the classes, you 21 have completed the program, and that we would 22 have a recertification program about every two or 23 three years, because we know that there's a 24 turnover in our associations and the people that 25 participate. We have also suggested some sort of</p>

<p style="text-align: center;">25</p> <p>1 monetary reward.</p> <p>2 Now, that's going to be up to the</p> <p>3 NBOD, but if you attend these classes or these</p> <p>4 modules, maybe there can be some adjustment in</p> <p>5 your fees that you may owe USASA as an impetus to</p> <p>6 attend these classes. So if you attend the</p> <p>7 class, you get 100 or 200 or \$300 credit. That's</p> <p>8 going to be up to the NBOD to decide. That is</p> <p>9 our Number 1 initiative.</p> <p>10 The Number 2 initiative is what I</p> <p>11 just told you: We're going to finish the best</p> <p>12 practices guidelines.</p> <p>13 Number 3 is that we studied very</p> <p>14 carefully the results of the survey. We've</p> <p>15 studied registration history for the last three</p> <p>16 or four years. We've studied and made phone</p> <p>17 calls to various state associations. It is the</p> <p>18 recommendation of the best practices committee</p> <p>19 that there are certain states that need special</p> <p>20 attention, some help. This is not to go in and</p> <p>21 try to tell people what to do, but to go in and</p> <p>22 help those state associations that need some help</p> <p>23 and want some help.</p> <p>24 We have identified, I think it's five</p> <p>25 or six state associations to the board. The</p>	<p style="text-align: center;">27</p> <p>1 a computer or a registration program made</p> <p>2 available to them that might cost three or four</p> <p>3 hundred dollars. That's the type of thing that</p> <p>4 would happen with the identification of states</p> <p>5 that need special attention.</p> <p>6 The whole idea of best practices is</p> <p>7 to help you guys, to have USASA give you back</p> <p>8 what you need.</p> <p>9 The final initiative is to identify</p> <p>10 special practices that need very special</p> <p>11 attention. We can think of the 501(c)(3) and the</p> <p>12 Form 990 as being extremely important in most</p> <p>13 state associations, Number 1, to get that status;</p> <p>14 and Number 2, to keep it. I heard in a</p> <p>15 conference earlier this year that the IRS has</p> <p>16 taken 501(c)(3)s and suspended them for</p> <p>17 noncompliance with the rules. The last thing we</p> <p>18 want to do is have our state associations lose</p> <p>19 their status with the IRS because they didn't</p> <p>20 know how to do it. So the idea was that might be</p> <p>21 a special best practice that we would have a</p> <p>22 special review of, identify those state</p> <p>23 associations that need help in that area,</p> <p>24 particular state associations, and let the NBOD</p> <p>25 find a way to help them.</p>
<p style="text-align: center;">26</p> <p>1 board will then probably consider those as well</p> <p>2 as other state associations. Our idea or our</p> <p>3 recommendation is that the NBOD assign each state</p> <p>4 association to potentially the region, to look</p> <p>5 into it, to make a fact-finding investigation, to</p> <p>6 determine exactly what that particular state</p> <p>7 association may need, what would help them, what</p> <p>8 would help them to grow, and then to come back to</p> <p>9 the NBOD, and the NBOD can then determine exactly</p> <p>10 what that state association needs.</p> <p>11 It may need something that has a</p> <p>12 monetary value. For instance, there may be a</p> <p>13 state association that doesn't have a</p> <p>14 registration program. There may be a state</p> <p>15 association that doesn't have a web site, and as</p> <p>16 a result, they can't communicate. That way, the</p> <p>17 NBOD can identify what each state association</p> <p>18 needs, and if they need the money to do it, they</p> <p>19 can do it.</p> <p>20 I will give you a perfect example.</p> <p>21 State of Maine, right now, they have no state</p> <p>22 organization. They're not even here. They may</p> <p>23 need three or four hundred dollars just to get</p> <p>24 registered with the state of Maine as a nonprofit</p> <p>25 corporation. Maybe they need to, you know, have</p>	<p style="text-align: center;">28</p> <p>1 The other thing is that we wanted to</p> <p>2 identify what we call or might call model state</p> <p>3 associations with respect to best practices.</p> <p>4 What's the value of doing that? Number 1, that</p> <p>5 can honor the state for the good work and the</p> <p>6 best practices they use. Number 2, that state</p> <p>7 association could become mentors to a neighboring</p> <p>8 state association that needs some help. So if</p> <p>9 you have a model state next door to you and you</p> <p>10 have some real problems, they can help you.</p> <p>11 Rather than have to go to the USASA office or try</p> <p>12 to figure out what you are doing, the mentoring</p> <p>13 state can help with the state that needs some</p> <p>14 special attention.</p> <p>15 That gives you a long-winded version</p> <p>16 of what our report will say. It's my</p> <p>17 understanding that the report, although it didn't</p> <p>18 get printed, will be e-mailed out. There are two</p> <p>19 attachments in Exhibit A and Exhibit B. So once</p> <p>20 you get that, take a look at it, but it's going</p> <p>21 to pretty much say what I just said.</p> <p>22 Do I have any questions from the</p> <p>23 group concerning what our recommendations were or</p> <p>24 an understanding of them?</p> <p>25 I wanted to thank my committee. I</p>

<p>29</p> <p>1 have listed the committee on one of these slides. 2 But -- and I want to thank the membership 3 committee for their collaborative effort in 4 getting all this done. So you had approximately 5 12, 13 people working almost every other Thursday 6 for the last three months getting this together. 7 So thank you very much. 8 (Applause.) 9 PRESIDENT GROFF: Thanks, Bob. 10 The next update is from the 11 membership committee, Mr. Bob Kepner. Now, Bob, 12 we did a deal this morning of four minutes. The 13 clock starts now. 14 UNIDENTIFIED SPEAKER: Three minutes 15 and 30 seconds. 16 MR. KEPNER: Well, I will be brief. 17 You probably don't need this microphone to hear 18 me in the first place. 19 Pages 15 and 16 of this document, the 20 annual AGM book, shows the report of the 21 membership committee. I can give you in five 22 words or phrases, the essence. 23 One is education. Two is 24 communication. Three is state-level focus on 25 growth. Four is incentives. Fifth is sharing.</p>	<p>31</p> <p>1 ways of communicating. Social media. We had two 2 persons in particular who were very strong in 3 understanding and knowing about that kind of 4 technology. One was Klaus Reich out of Alaska. 5 The other is Richard Moeller out of Florida. And 6 the Membership Committee has been working on 7 those. 8 We have started our own Facebook 9 page, all sorts of things are being done -- USASA 10 has one -- but using the newer forms of 11 communication. I don't mean just at the state 12 level, but nationally and in particular at the 13 local level. I have heard great things in terms 14 of how to be able to communicate, and they're 15 working very effectively. 16 So we, the Membership Committee, 17 heartily recommend undertaking that sort of 18 thing. 19 Key point, Page 16. I'm going to 20 read it... "Our committee heartedly endorses the 21 direction that the NBOD is taking..." encouraging 22 or, perhaps, establishing a standard whereby at 23 every state board level, there would be an 24 individual, maybe an existing officer or position 25 that already exists, upon whom the responsibility</p>
<p>30</p> <p>1 And sixth is collaboration. This, in a nutshell, 2 says -- communicates what the direction of the 3 Membership Committee has been. 4 The first is the matter of education. 5 Last year, at the mid-year meeting -- at the last 6 mid-year meeting, there was an outstanding 7 workshop presented. As it happens, Richard Groff 8 was the moderator of that. It was a great 9 program in which ideas were articulated about how 10 to attract nonaffiliated leagues. Very, very 11 well done. 12 I happened to attend it. I left that 13 session convinced that that kind of instructional 14 session should not be left to being seen once a 15 year. 16 And so we, the Membership Committee, 17 suggested to USASA -- and this concept is being 18 worked on now -- to have webinars, some 19 instructional means, some medium, so that 20 education will continue. You can read the rest. 21 The next is, share, is, 22 communication. Another workshop that was held at 23 the mid-year meeting happened to have been put on 24 by the Best Practices Committee, and it dealt, 25 among other things, with the whole matter of new</p>	<p>32</p> <p>1 would be placed to focus on membership growth in 2 a variety of different ways. 3 And I won't go into those, but 4 obviously working with nonaffiliates, encouraging 5 growth from within, these are different ways, but 6 somebody who clearly has that identified 7 responsibility. 8 That, of course, is where growth 9 occurs. One of the things that -- statements 10 that I made back when the implementation program 11 was first started and the implementation teams 12 were formed, is that I said, We will be 13 successful at the national level only if to the 14 extent that we're successful at the local level. 15 And that is true. Growth and the awareness of 16 growth, the desire to bring about growth, must 17 occur at the local level and obviously at the 18 state level. 19 The incentives. One of the things 20 that the Membership Committee has really focused 21 on is that it heartily endorses the initiatives 22 and the proactive steps that the NBOD has taken 23 in terms of providing incentives for growth, both 24 from within and extending beyond our present 25 standards.</p>

<p>33</p> <p>1 And then obviously the other work 2 that state associations -- that's what I'm 3 talking about, the word "sharing," sharing with 4 each other, the whole notion that Bob McGee just 5 talked about, about model associations and 6 extending that beyond states in terms of sharing 7 with each other, serving as mentors, that's what 8 we're talking about there.</p> <p>9 And then the collaboration. Bob 10 finished up his comment by saying something about 11 the Membership Committee. I will return the 12 favor, because we have already done it in 13 writing, and I feel very strongly about this. 14 One of the things that it's important for USASA 15 committees to do is to share with each other.</p> <p>16 I give credit to Duncan Riddle for 17 coming up with a concept -- we were both at the 18 USASA National Amateur Championship last weekend. 19 We were talking about the various committees. 20 Now, I talked about the fact that there tends to 21 be this sort of insular, we do our thing and we 22 don't talk to anybody else. But we are 23 encouraging more of this. And Duncan said, yes, 24 working this way, that is sort of working like as 25 in the silo, silo thinking. But you need to</p>	<p>35</p> <p>1 MR. WASECKI: The second thing, one 2 of the benefits of doing it in Cal South last 3 year, we got 500 new registered players last 4 year, and I expect probably several hundred new 5 this year too. So for them, it's been a great, 6 great -- having this tournament there has helped 7 them out to recruit members, and it's gotten a 8 lot of publicity.</p> <p>9 Second thing that I want to talk to 10 you guys is more from each state. We're 11 validating rosters and players right now. So for 12 every team, they have to register with your 13 state, okay? So when they come to us, we push 14 them back and said, Go get a player pass card, go 15 to your registrar. Make sure you work with them.</p> <p>16 Because we have had a couple of 17 states that have said, oh, we've closed down 18 registration. You guys are going to help me out. 19 We can register them at Cal South, but I'd rather 20 have your players from your state register with 21 yourself. And that's why we have been pushing 22 back a lot. It actually adds a lot of work for 23 us if we have to do it on-site.</p> <p>24 The second thing is the roster gets 25 validated. The registrar has to validate the</p>
<p>34</p> <p>1 spread it out and work interactively, and that's 2 part of what we're encouraging.</p> <p>3 So I also want to say about the Best 4 Practices Committee, Membership Committee members 5 have particularly enjoyed and felt that it's been 6 a very productive working relationship in terms 7 of working interactively, and I applaud the 8 members of the Best Practices Committee for the 9 work that they have done.</p> <p>10 Thank you.</p> <p>11 I know that's more than four minutes. 12 (Applause.)</p> <p>13 MR. RIDDLE: Our final report today 14 will come from the Events Cup Committee from 15 Cezar.</p> <p>16 MR. WASECKI: I'm going to do this 17 quick.</p> <p>18 First of all, I wanted to 19 congratulate Cal South. Are they here? All 20 right. You know, they have done a great job. 21 They're doing it a second year. We had 95 teams 22 last year. We are going to have close do 101, 23 102 teams this year, so I want to give them a 24 good hand of applause for this. 25 (Applause.)</p>	<p>36</p> <p>1 rosters. And that's also for you guys to make 2 sure that the players are registered with you. 3 So just want to make sure that you guys work with 4 us on this.</p> <p>5 Last thing that I want to just give 6 you guys a heads-up. We just finished the bids 7 for 2014 and '15. We're going back to the East 8 Coast, which is where we're training, and we just 9 approved yesterday the next host, which is 10 Virginia Beach, so Virginia/D.C. So I want to -- 11 you know, they were getting ready for this. So 12 it's going to be -- expect actually to probably 13 be 120 to 130 teams next year, so I'm pretty 14 confident we'll have a record.</p> <p>15 MR. PINORI: I'm not here -- 200.</p> <p>16 MR. WASECKI: A couple of years, give 17 me that. Five years, we got 200.</p> <p>18 Thanks. That's it.</p> <p>19 Actually, we do have the dates 20 already locked in for next year. It's July 8th 21 to July 12th, so second week of July, 13th. 22 (Applause.)</p> <p>23 PRESIDENT GROFF: The next item on 24 the agenda are the bylaw changes. 25 Chris.</p>

<p>37</p> <p>1 MS. NELSON: Thank you, Richard. 2 Marvelous. Jim always corrects me if 3 I make any mistakes with the Robert's Rules or 4 the stating of the motions, so this is very 5 helpful. 6 If you take a look in your AGM books, 7 the bylaws that we're going to cover starts on 8 Page 23. The first item here, the housekeeping 9 item, we are withdrawing, and you will not see 10 discussion of that today. So that leaves us with 11 two items that we need to get through. 12 And the format of this is going to be 13 the way that it is every year. We will introduce 14 a bylaw. There will need to be a motion to bring 15 it forward for discussion. Then if there are any 16 amendments, we will deal with those one at a 17 time. And finally, we will end up voting on 18 whether or not to approve the bylaw. 19 The two items that we have, Pages 23 20 to 29, are the first, which is a proposed 21 amendment to Bylaw 402, for, I suppose, best 22 described, as term limits. And the second item 23 is going to be a proposal to amend Bylaw 431. 24 And this one is also in relation to the Adult 25 Commissioners, and there was some discussion of</p>	<p>39</p> <p>1 understand what's going on, and then just about 2 the time that you think you know what's going on, 3 they change it on you again. So, it also 4 inhibits potential strong people from continuing 5 to run. So if you have a problem with somebody, 6 we have the elections. You can vote them out at 7 any time. Maximum is usually a two-year limit. 8 But it's always your choice to vote somebody out. 9 I would strongly encourage you not to 10 vote for this. 11 MS. NELSON: Thank you, Dan. 12 Cezar. 13 MR. WASECKI: Yeah. So I actually 14 put this bylaw in -- 15 MS. NELSON: Excuse me. For the 16 record, please, state your name and your -- 17 MR. WASECKI: I was actually going to 18 do that. My name is Cezar Wasecki. I'm the 19 president of Mass Soccer. 20 So I put this bylaw in, and it's -- I 21 found out more and more that it's not just us on 22 the adult side that are considering this. The 23 youth side is going through the same. FIFA is 24 going through the same. And six years in a 25 position is a long time. We have multiple</p>
<p>38</p> <p>1 that earlier in the meeting. 2 And with little further adieu, I'm 3 going to ask for a motion to approve the bylaw, 4 okay? A motion to approve the bylaw for 402 as 5 laid out in your AGM manuals. 6 Do I have such a motion? 7 MR. OLIVAS: So move. 8 UNIDENTIFIED SPEAKER: Second. 9 MS. NELSON: Mr. Olivas. 10 Do I have a second? 11 MR. BUSCH: Second from Washington. 12 MS. NELSON: All right. Thank you. 13 Is there any discussion on this? And 14 as always, when you come to the microphone, 15 please identify yourself and what association or 16 part of the association you are affiliated with. 17 MS. TRAINOR: Dan Trainor, Region 4 18 Director. 19 I want to encourage you to vote no on 20 this. My -- when I first came into the 21 association years ago, not quite 25, but over 20, 22 I was in favor of term limits because it sounds 23 like it's a good idea. The issue that comes up 24 from that is, as most of you sitting out there 25 know, it takes a long time for you to fully</p>	<p>40</p> <p>1 positions. You can start out as a deputy 2 director, you can start out as director, then a 3 vice-president and president, that's 24 years. 4 People having too much in a position usually 5 leads to corruption. That's usually what 6 happens. 7 UNIDENTIFIED SPEAKER: What? 8 MR. WASECKI: People in power for a 9 long time, that leads to corrupt. I mean, my 10 opinion, that's what it does. What we want to 11 have is people that are in the position for a 12 long time, to bring in new ideas, and you can be 13 effective for six years in a position. After 14 that, you need new leaders, and we've got to 15 bring up new people. And that's the reason I put 16 that in. I think if we have -- turnover brings 17 new -- more new people. That's actually what we 18 want as an organization. 19 And that's the reason I put this in. 20 MS. NELSON: All right. Any further 21 discussion? 22 MR. MOORE: Yes, hi, I'm Tom Moore 23 from Cal North, and since you know, we're from 24 California, you may know that more than two 25 decades ago, the state legislature established</p>

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<p>1 term limits in the state of California. I 2 believe it's eight years in the House and ten 3 years in the Senate. And of course, you're 4 probably all well aware that now, after 20 or 30 5 years of term limits there, we have no corruption 6 in the state, and the state is working just 7 great. 8 (Applause.) 9 MR. LA VIELLE: I'm not sure I can 10 follow that. Rob La Vielle, Region 3 Director. 11 I also am opposed to this bylaw as 12 proposed. Again, I echo, as Dan said, at the 13 regional level, the region has the option to 14 bring in a new region director or deputy director 15 as a body on our national board of directors and 16 at-large positions. You all can change your 17 minds and vote somebody in or out. 18 So, you know, I think that we have a 19 good balance in our organization, and I think 20 sticking term limits for somebody that does want 21 to serve and that is serving this organization 22 well, does or could, perhaps, restrict some 23 people that really do want to serve and that are 24 doing a great job for this organization. Thank 25 you.</p>	<p>1 if you want to find me after and I will make sure 2 I have notes of exactly what you have got. We 3 can do those at that point. 4 MR. BOLLINGER: Okay. And to mirror 5 what Dan and Rob just said, I tend to disagree 6 with the main proposal here for limits also. 7 I have been president of my state 8 association for, what, 11 years. I understand 9 the position that Cezar presents, and I guess I 10 could say there's a difference, I believe, in the 11 way you handle people volunteering for positions 12 versus people that get paid, which I assume is 13 not the case with most of us, to hold those 14 positions. I would freely say that if someone 15 wants to limit my term by running against me, the 16 next time I'm up for election, please feel free. 17 You will give me a big part of my life back. A 18 major part of my life back. And if there's any 19 corruption going on in my state association, I 20 would love to see where, because it's certainly 21 not showing up in my bank account anywhere. 22 Thank you. 23 MS. NELSON: Thank you. Is there any 24 other discussion on this bylaw? 25 UNIDENTIFIED SPEAKER: Call for the</p>
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<p>1 MR. BOLLINGER: So move. 2 MS. NELSON: Jim -- gentleman in 3 yellow. 4 MR. BOLLINGER: Jim Bollinger from 5 Eastern Pennsylvania. 6 I guess, first of all, I have a 7 couple of housekeeping questions on this. 8 First in Section 2, subsection 3, 9 second line from the bottom, I see a section 1 10 (b) referenced, but I don't see a section 1 (b), 11 unless I'm missing something. 12 Secondly, on Page 2 of my copy under 13 Section 6, addressing regional directors, I'm 14 assuming, although they can see it has been 15 addressed as a topic previously, that there's 16 also a vacancy situation presented in section 6, 17 that's missing. 18 And then under section 7, it looks 19 like the third paragraph is duplicative of the 20 paragraph in section 6. 21 MS. NELSON: All right. 22 MR. BOLLINGER: Those are basically 23 the housekeeping -- 24 MS. NELSON: Right. And none of 25 those are directly the subject of change here, so</p>	<p>1 motion. 2 MS. NELSON: All right. I would like 3 to call the question. 4 All right. All in favor of adopting 5 this proposal as given here, we will first, I 6 guess, go for a voice vote and if we need to, for 7 some reason, go to the cards. 8 All in favor, please say aye? All 9 opposed, please say no. 10 (Motion failed.) 11 MS. NELSON: So this motion fails to 12 pass. 13 And so we will pass -- we will 14 continue on to our next bylaw proposal. And that 15 you will find starting on Page 30 of your report. 16 As with our previous proposal, I will move this 17 forward. I need a motion to adopt the proposal 18 as noted in the book. 19 Do I have that motion? 20 MR. OLIVAS: So move. 21 MS. NELSON: Richard Olivas, thank 22 you. 23 Do I have a second? 24 UNIDENTIFIED SPEAKER: Second. 25 MS. NELSON: All right. Is there any</p>

<p>45</p> <p>1 discussion of this proposal? 2 Richard. 3 PRESIDENT GROFF: This is a very 4 complicated situation. You just had a vote 35 5 minutes ago that said -- now, you are sitting in 6 a different meeting, you're all the same exact 7 votes and people and faces -- but 35 minutes ago, 8 you said you wanted the Adult Commissioners to be 9 nominated from the floor and elected by the Adult 10 Council. 11 Now we come to another meeting, and 12 what this does is says, well, USASA is going to 13 nominate this list of people. 14 Now, I grant you, it doesn't preclude 15 anybody else to be nominated, which is fine. I'm 16 happy as long as anybody sitting in the Adult 17 Council room can be nominated, but I just wonder 18 what you are saying with this particular bylaw. 19 Now, I don't know what to do in this 20 situation, but I wanted to point it out to you: 21 If you pass this, this does not preclude anyone 22 else being nominated and running. 23 Now, what makes it complicated is 24 this bylaw is actually better than the current 25 one that you have, because the current one that</p>	<p>47</p> <p>1 is operating provisionally and is developing 2 their bylaws to meet the requirements of the 3 Rules Committee and the NBOD and your own 4 requirements, and that's Colorado. And we're 5 going to continue to let them be provisional 6 until the mid-year meeting with getting -- they 7 are a -- they were a separate state association, 8 adult separate state association. Then they have 9 become a joint state association. U.S. Soccer 10 will probably accept them tomorrow, and then we 11 will accept them finally at the mid-year meeting. 12 Everyone is okay with that? 13 And the second one, Chris is here 14 representing the Rules Committee. 15 We are very happy to have back 16 American Youth Soccer Association, AYSO. They 17 left us for a while. They have a very 18 significant 5,000-member adult program. They're 19 very excited about being back, and it's great to 20 have them back, and the Rules Committee will give 21 you their opinion. 22 MS. NELSON: Thank you, Richard. 23 The Rules Committee has gone over the 24 bylaws and the various governing documents of the 25 AYSO, and we did not find that there were</p>
<p>46</p> <p>1 you have doesn't permit nominations from the 2 floor. It dictates exactly what you are supposed 3 to do, which we said was in conflict with the 4 U.S. Soccer bylaws. 5 Does anyone have a suggestion? Do 6 you want to table it until the mid-year meeting? 7 We can correct it then after discussion, and then 8 we can still do it at the mid-year meeting and 9 have it for the AGM. 10 UNIDENTIFIED SPEAKER: So move. 11 UNIDENTIFIED SPEAKER: Second. 12 PRESIDENT GROFF: You are moving to 13 table? 14 UNIDENTIFIED SPEAKER: Yes. 15 PRESIDENT GROFF: Okay. There's no 16 discussion and no vote. 17 There is a vote? 18 There is a vote. All those in favor 19 of tabling, say aye. Opposed? 20 (Motion approved.) 21 PRESIDENT GROFF: Thank you very 22 much. 23 Chris is going to stay here with me. 24 We're going to do new members. 25 We have two new members, one of which</p>	<p>48</p> <p>1 conflicts or that there was any reason not to 2 accept the AYSO in as a full member. And as I 3 understand it -- sorry -- Duncan is reminding me 4 that the proper category is USASA affiliate 5 member. And, Duncan, as I understand it, we do 6 need to vote on that, correct? 7 PRESIDENT GROFF: We need to accept 8 it. 9 MS. NELSON: We need to approve it. 10 And I guess the first question is, is 11 there any discussion on this? 12 UNIDENTIFIED SPEAKER: So move. 13 UNIDENTIFIED SPEAKER: Second. 14 MS. NELSON: Thank you. 15 Is there a motion? And I believe I 16 heard one in the corner -- 17 UNIDENTIFIED SPEAKER: So move. 18 MS. NELSON: All right. Second? 19 UNIDENTIFIED SPEAKER: Second. 20 MS. NELSON: All right. Any 21 discussion? 22 Seeing none, all in favor, please say 23 aye? Anyone opposed? 24 (Motion passes.) 25 MS. NELSON: You are now an affiliate</p>

<p>49</p> <p>1 member.</p> <p>2 And that concludes our rules and new</p> <p>3 member business.</p> <p>4 PRESIDENT GROFF: Okay. The budget.</p> <p>5 We're going to do a tag-team effort here. Toni</p> <p>6 is going to talk about numbers. We're going to</p> <p>7 talk about amendments, and we're going to talk</p> <p>8 about if you have any questions about any of the</p> <p>9 line items, programs, which, obviously, you'll</p> <p>10 get much more information over the next two</p> <p>11 weeks, but if you need it today, we'll try to</p> <p>12 give it to you.</p> <p>13 So talk about numbers.</p> <p>14 MS. BRIGGS-MCGEE: All right. I'm</p> <p>15 going to address the bottom line first.</p> <p>16 As of the writing of this, we ended</p> <p>17 this up with a \$30,000 surplus in the budget.</p> <p>18 I'm sure that will change by the time we get done</p> <p>19 with this meeting.</p> <p>20 First of all, on the income side, we</p> <p>21 did a much better job in telling you the</p> <p>22 assumptions. We didn't do as well on the</p> <p>23 expenses this time, but on the income, you can</p> <p>24 see the different categories. Those are like</p> <p>25 pretty close to actual, and you can see all the</p>	<p>51</p> <p>1 think that our office does a better job, and so</p> <p>2 there are less questions as a whole. The new</p> <p>3 program questions are there, but as a whole, I</p> <p>4 think those things are getting a lot more in</p> <p>5 check than they have been over years.</p> <p>6 So I will open it up now for those</p> <p>7 items that you have questions about before we</p> <p>8 bring it to the floor.</p> <p>9 PRESIDENT GROFF: Okay. On behalf of</p> <p>10 the Board of Directors, I'm going to make one</p> <p>11 budget amendment. And then on behalf of several</p> <p>12 regions, I will make another budget amendment.</p> <p>13 The first budget amendment discussed</p> <p>14 and approved by the Board of Directors was for</p> <p>15 the National Cups, which is a men's competition,</p> <p>16 to the travel subsidy, which is currently</p> <p>17 \$20,000, we're going to add an additional \$20,000</p> <p>18 to make it 40,000. And the money is to be</p> <p>19 used -- what line item? 148 or 149, one of those</p> <p>20 two. And 149, and it's to be used for both the</p> <p>21 Open and Amateur teams going to the National</p> <p>22 Championships, to treat both competitions</p> <p>23 equally. And the National Women's Championship,</p> <p>24 which also has \$20,000, that is being increased</p> <p>25 to \$40,000 as well. So that will mean a budget</p>
<p>50</p> <p>1 different categories and how we got our income</p> <p>2 from registrations. The various other incomes,</p> <p>3 some are pass-throughs, but those are pretty</p> <p>4 good.</p> <p>5 And you go into the expenses. We</p> <p>6 tried to get away from the details, because I'm</p> <p>7 sure you don't care how much we spend on gas</p> <p>8 versus buses versus airplanes. We tried to bring</p> <p>9 that down just a little bit and say how much the</p> <p>10 NBOD as a whole was spending and the committees</p> <p>11 as well.</p> <p>12 We have a tight staff, so I feel that</p> <p>13 those numbers are extremely good.</p> <p>14 Never before have we been in such</p> <p>15 closeness to the budget on those items, because</p> <p>16 we have somebody that actually keeps an eye on it</p> <p>17 and alerts those people before they can spend,</p> <p>18 and so we're really close on those numbers,</p> <p>19 because we don't let them change.</p> <p>20 And then some of the new programs</p> <p>21 that you will see towards the bottom as well,</p> <p>22 those are the items that you may have questions</p> <p>23 about.</p> <p>24 But in all, I want to thank the</p> <p>25 committee of Nick, Nick, Mario, and Lori, that I</p>	<p>52</p> <p>1 amendment to the bottom line, \$40,000, line 124,</p> <p>2 which now takes us into what, about a \$9,000</p> <p>3 deficit?</p> <p>4 Second budget amendment. We have</p> <p>5 approved for the third year in a row, the</p> <p>6 database rebate program, which is a way, if you</p> <p>7 send in your database -- and you can get your</p> <p>8 database from any outside third party or you can</p> <p>9 use SportsVite. On that program, we currently</p> <p>10 budgeted \$75,000. We based it on what we paid in</p> <p>11 the past. We have made two new requirements.</p> <p>12 The first was, as Mr. Kepner pointed</p> <p>13 out, you need to have an individual designated</p> <p>14 officer, a staff person, a committee chair,</p> <p>15 whomever you want to designate, who is willing to</p> <p>16 work with the Membership Committee as a</p> <p>17 development representative.</p> <p>18 And the second item was we want to do</p> <p>19 an e-mail newsletter. Yes, the point is made,</p> <p>20 maybe we have to do some Twitter and texting</p> <p>21 communications. And so to get those e-mails and</p> <p>22 that information, we said we wanted to pay a</p> <p>23 premium, so that was going to be 50 cents a name.</p> <p>24 And for those of you who just sent in whatever</p> <p>25 names you have with the addresses as required by</p>

<p>53</p> <p>1 the IT Committee, we are going to pay 25 cents a 2 name.</p> <p>3 That did not go over well with a few 4 people. We talked about it. And in reality, 5 what it meant was, you have come to rely on this 6 bulk program on your budgets. So, a 7 modification: We will pay 50 cents, as we have 8 in the past, plus we will pay 25 cents premium 9 for those names that have a good e-mail address, 10 unique e-mail address. So we actually made the 11 program better.</p> <p>12 For doing that, we have to add 13 another \$25,000 to the budget, which now has a 14 deficit of about 35,000. Is that close? And to 15 solve that problem, we are going to transfer 16 \$35,000 out of the surplus of prior years.</p> <p>17 Wait, I have to come back. Another 18 amendment. In negotiations with our esteemed 19 regional directors, who had lobbied and 20 successfully approved the budget item of \$20,000, 21 \$5,000 to the region, okay, since we were 22 increasing the two line items for national teams 23 of 20,000 to men, 20,000 for women, and they had 24 promised that this \$5,000 each was going to go 25 for that program, we actually put more money in</p>	<p>54</p> <p>1 the pot, and they agreed to remove that.</p> <p>2 So now what's the loss? It said 3 total -- okay, we're \$15,000 in the hole, and we 4 will solve that problem by transferring the money 5 out of the prior year's surplus.</p> <p>6 Does everyone follow that? Okay.</p> <p>7 UNIDENTIFIED SPEAKER: What's the 8 deleted line number?</p> <p>9 MS. BRIGGS-MCGEE: 209.</p> <p>10 PRESIDENT GROFF: Tim, did I 11 misrepresent our negotiations?</p> <p>12 MR. BUSCH: No, you did not 13 misrepresent our negotiations, and I want to 14 thank you for listening to the concern, because 15 if you look at our membership of 245,000, we have 16 100,000 names in our database. And for those 17 people that have really been diligent about 18 getting the information in, we're going to do our 19 damndest to get the e-mail addresses, but we 20 feel it's punitive to people trying to do the 21 right thing, to be punished for that. So I 22 appreciate you listening to that. Thank you.</p> <p>23 PRESIDENT GROFF: Great.</p> <p>24 MR. WASECKI: So I have a question. 25 For the e-mail addresses, how are they going to</p>
<p>55</p> <p>1 be used?</p> <p>2 PRESIDENT GROFF: Yes.</p> <p>3 MR. WASECKI: The e-mail addresses, 4 how are they going to be used?</p> <p>5 PRESIDENT GROFF: We are going to use 6 them for our e-mail newsletter.</p> <p>7 MR. WASECKI: Okay. So --</p> <p>8 PRESIDENT GROFF: And if it would go 9 to any other form, it would have to come back 10 here to be approved. If they say there are going 11 to be free World Cup tickets for anybody we send 12 out the address on, we will come back to you and 13 have that approved.</p> <p>14 MR. WASECKI: It's a great idea.</p> <p>15 The problem with us -- we've 16 collected e-mail addresses. However, when you 17 collect an e-mail address, there's laws around 18 it. You've got to have the permission. You've 19 got to instruct how that e-mail is shared. We 20 have collected it now. We have never informed 21 the people that we're going to send it to the 22 national organization. We also have to have an 23 opt-out, and that's a pretty -- that's a standard 24 e-mail marketing rule. So that means that each 25 state that collects it now, they have to notify</p>	<p>56</p> <p>1 the player before we send it to you. And I don't 2 know if you guys have thought about that.</p> <p>3 PRESIDENT GROFF: Each state can make 4 their own decision. This is not a mandatory 5 program.</p> <p>6 MR. WASECKI: No, but it's -- you 7 should -- I mean -- I think --</p> <p>8 PRESIDENT GROFF: I agree with you.</p> <p>9 MR. WASECKI: I think we should have 10 a policy that you guys can share, so we can bring 11 back to the state and say, and then share that --</p> <p>12 PRESIDENT GROFF: I agree with you.</p> <p>13 MR. WASECKI: -- if we're going to 14 put that in place.</p> <p>15 PRESIDENT GROFF: Right.</p> <p>16 MR. LA VIELLE: I know the state 17 registers, but they are a member of USASA, so I 18 don't think there's an issue with that. But when 19 we do communicate through constant contact, they 20 have an opt-out option.</p> <p>21 MR. WASECKI: We have to do that as 22 opposed to what we sent in to you --</p> <p>23 MR. LA VIELLE: Well, maybe we should 24 clarify that in a policy. But, again, they're a 25 USASA member when they pay that fee and also a</p>

<p>57</p> <p>1 member of your state. So I'm not sure you do 2 have to notify them.</p> <p>3 PRESIDENT GROFF: But they have a 4 right to make the decision. If you want to keep 5 the e-mail address, that's fine.</p> <p>6 Any other questions?</p> <p>7 MS. TROUP: Hi, Richard.</p> <p>8 PRESIDENT GROFF: Hi.</p> <p>9 MS. TROUP: Cara Roo-- Cara Troup, 10 MDCVSA -- sorry, I just got married.</p> <p>11 The question I have is, does the 12 USASA have a "use of member information" policy, 13 because best practices says 40 percent of us do. 14 And for those of us using online, this could tend 15 to be opt in and out. I think we probably want 16 to have a best practice and have one. So do we?</p> <p>17 PRESIDENT GROFF: Barb, do we have 18 one now? Do you know? It's on the web site. 19 It's on the web site.</p> <p>20 MS. TROUP: Okay.</p> <p>21 PRESIDENT GROFF: And if it needs to 22 be modified, send us your notes, and we'll 23 discuss it and see if we can do better.</p> <p>24 Any other questions? Yes, Andy.</p> <p>25 MR. MARION: Question: Does</p>	<p>58</p> <p>1 selecting the names of the players without the 2 e-mail addresses, so you're basically just 3 getting the names, does that do you any good? 4 What does that accomplish?</p> <p>5 PRESIDENT GROFF: Well, we get the 6 names, we get the addresses. We are not mailing 7 to them, but more importantly, this is revenue 8 sharing. It's a step. What we want you -- it 9 allows them to check the insurance database. So 10 there are a lot of different reasons. But it's 11 hopeful, Andy, that as we give this money back 12 that you are trying to do online registration, 13 that you are trying to upgrade the database.</p> <p>14 MR. MARION: I was just curious, 15 because having the two tiers, 50-cent, 75-cent 16 rebate just makes it a little more complicated 17 for you, and it's paying out more money from the 18 national budget, and I just was wondering whether 19 we really need to do that.</p> <p>20 PRESIDENT GROFF: It appears that we 21 have the money to pay out.</p> <p>22 MR. MARION: Okay.</p> <p>23 PRESIDENT GROFF: Not sure.</p> <p>24 Any other questions? So I'm going to 25 turn it back to Toni, because she will need a</p>
<p>59</p> <p>1 motion to approve the budget as amended. 2 MS. BRIGGS-MCGEE: So we are 3 approving a \$15,000 deficit.</p> <p>4 MR. TRAINOR: No --</p> <p>5 MS. BRIGGS-MCGEE: Well, it's -- 6 unless we do a board-designated, it has to come 7 out as a deficit and it would just go through, 8 against the funds.</p> <p>9 Do you have a question?</p> <p>10 MS. BEVAN: Yeah, Marti Bevan, Metro 11 D.C.</p> <p>12 Is this our time to ask questions 13 about the budget, or are you getting ready to 14 vote on it?</p> <p>15 MS. BRIGGS-MCGEE: No, go ahead.</p> <p>16 MS. BEVAN: Okay. I have some 17 questions about the expenses for the board 18 members. It seems kind of random to me, and I'm 19 just trying to find out what the basis for some 20 of the expenses are. When I look at the actual 21 spending from last year and the proposed budget 22 for this year, the expenses for the president 23 has, like, doubled; the VP has stayed about the 24 same; directors for three of the regions have 25 doubled, but one of them has stayed the same. It</p>	<p>60</p> <p>1 all just seems very random. And I'm trying to 2 understand this.</p> <p>3 MS. BRIGGS-MCGEE: Are you looking at 4 actual -- the first column to our budget column 5 in the third?</p> <p>6 MS. BEVAN: I'm looking at actual and 7 proposed.</p> <p>8 MS. BRIGGS-MCGEE: Because just 9 because they didn't spend it in any one time, 10 doesn't mean that it wasn't available. For 11 instance --</p> <p>12 MS. BEVAN: Well, but does that 13 mean -- I mean, that doesn't have --</p> <p>14 MS. BRIGGS-MCGEE: First, let me 15 just -- just a sec. Let me just tell you. 16 Richard doesn't turn his expenses in. Our next 17 president will. And that's in this particular 18 year.</p> <p>19 MS. BEVAN: So the basis was worked 20 off basically the budget from last year to get 21 those numbers?</p> <p>22 MS. BRIGGS-MCGEE: There also may be 23 times when a director for whatever reason didn't 24 get to come to a meeting because of an emergency 25 or something. So just because they didn't spend</p>

<p>61</p> <p>1 it in a prior year, doesn't mean we shouldn't 2 budget it for those particular items in the next 3 year. 4 MS. BEVANS: Okay. So it looks like, 5 then, most of the positions, that you pretty much 6 kept them the same except for, again, the VP, 7 whose budget this year is 8,000 and they reduced 8 it to 6,000. I just -- again, it all seems 9 pretty random and I'm just trying to understand. 10 MS. BRIGGS-MCGEE: It wasn't random. 11 We talked about this at length at our NBOD. It's 12 not random. It's based on history. It's based 13 on what we think the future for those positions 14 would be. 15 MS. BEVANS: And what is the standing 16 committee? 17 PRESIDENT GROFF: Could I add some 18 information to that? 19 MS. BRIGGS-MCGEE: He just can't 20 stand it, can he? 21 PRESIDENT GROFF: Keep in mind some 22 of these people for this meeting -- just, this is 23 some detail -- keep in mind, for this meeting, 24 eight Adult Commissioners, which includes the 25 vice-president, some of these, U.S. Soccer pays</p>	<p>63</p> <p>1 150,000 a year. So, I can tell you that I don't 2 believe, personally, that we'll hit a deficit. I 3 think we will end up having more. 4 MS. BEVAN: Okay. Thank you. 5 MR. SCHERER: Paul Scherer from 6 Idaho. I just couldn't stay away from mic. 7 I just want to make -- I just want to 8 be very clear on the amounts that -- going to the 9 travel expenses, for the Cups, for subsidies, 10 travel subsidies, they're already -- they're 11 getting 20,000. We want to add another 20,000, 12 correct? So that's a total of 40,000. 13 And then each year, we have been 14 getting back a certain amount of rebate back to 15 the regions that they were going to use on Cups. 16 I believe that was somewhere -- 40,000. 17 How much does it really cost to send 18 these folks, and when are they going to start 19 putting up their own dime for it? I think this 20 is starting to get a little bit ridiculous. 21 PRESIDENT GROFF: Cara. 22 MS. TROUP: Okay. Just checking. 23 Sorry, I just, for my own 24 edification, on the income, I just have two 25 questions. Line 19, the Open Cup entry fees is</p>
<p>62</p> <p>1 for that. So it looks -- if we have four or five 2 meetings a year, U.S. Soccer is paying for one, 3 which is impacted on that budget. That's all I 4 wanted to say. 5 MS. BRIGGS-MCGEE: So last year, 6 Bill's, he was on the NBOD, so when he went to 7 the AGM, we didn't pay for it. The National 8 Office paid for it. USSF. Our at-large 9 sometimes may be in a position where we pay for 10 it, but sometimes, it may not. As in the case of 11 John Motta, U.S. Soccer may pay for that, where, 12 as in last year, we paid it. 13 So it wasn't random so much as it is 14 what we think that that position will do. 15 MS. BEVAN: Okay. And then my last 16 question is, I have a hard time understanding why 17 we want to pass a budget with a deficit. So 18 what's our rationale behind that and how are -- 19 MS. BRIGGS-MCGEE: We have \$2.1 20 million in the bank. 21 MS. BEVAN: Okay. That's going to be 22 our strategy going forward, spending that money? 23 MS. BRIGGS-MCGEE: I don't think 24 \$15,000 out of 2.1 million, I probably think that 25 most of these people think we should be spending</p>	<p>64</p> <p>1 now zero. Can you explain? 2 MR. GROFF: On the Open Cup, there 3 was -- as you know, we had to have our own Open 4 Cup qualifications. Each region went out and had 5 their own tournament. We had to spend money to 6 put that tournament on. U.S. Soccer did not 7 share in that expense at all. So by negotiations 8 between myself and the senior management of U.S. 9 Soccer, they had agreed for many years to give 10 money back. That was the income, but that 11 negotiation came to an end this year. 12 MS. TROUP: And then the second 13 question is on the insurance dividends. It says 14 zero's been -- the actual zero, and then the 15 budget is 10,000 announced, proposed for 40,000. 16 MS. BRIGGS-MCGEE: Yes, our dividend 17 last year was like 75,000, which is all because 18 we didn't have any loss ratios. None of us can 19 decide who is going to turn in a claim and who is 20 not. That is just speculation. I didn't want to 21 put it in there, because it could be zero, but 22 they're assuring me that it will be in the 60- to 23 \$70,000 range, they think. 24 But, remember, we have to -- for this 25 budget, we have to wait 52 weeks for claims to</p>

<p>65</p> <p>1 come in. So it is really a hit or miss. We put 2 something in because the insurance company 3 believes we will get something. So that is a 4 guesstimate completely. Completely. And that's 5 why I think our bottom line may be larger, 6 because I think this may be larger.</p> <p>7 MS. TROUP: And the last comment, I 8 guess -- and it's a comment -- is just given how 9 much we have -- you know, hearing that that Cup 10 has now got a hundred-plus teams, I just -- is it 11 more of a general understanding proportionate to 12 the number of players that actually go to that 13 event, why the funding sort of seems 14 disproportionate to some of the other events 15 where we maybe don't have as many teams 16 participate? So just more of a comment. It 17 seems a little odd, but -- and -- because my 18 understanding of that event is the states that 19 host them defer a lot of costs --</p> <p>20 PRESIDENT GROFF: I just wanted to 21 point out that the chair of the Vet Cup came to 22 the board meeting yesterday and it was actually 23 said you will be reviewing your budget and coming 24 back for many proposals. This Board is very open 25 for the Vet Cup to come back with a program.</p>	<p>67</p> <p>1 very important role. They work very well 2 together, and it's to our benefit, and we thank 3 you all very much.</p> <p>4 In some ways, it's a very sad day 5 when you have three remarkable people who have 6 served so long and they say it's time to retire. 7 We are so fortunate that we had these three 8 people. Toni, 11 years. Someone who really 9 cared about our finances and worked very well 10 with us, you will be missed. You did a great 11 job. And we have a little award here, if I could 12 ever get the staff to bring it over here.</p> <p>13 So, Toni Briggs-McGee, thank you for 14 your many years of service and dedication to 15 USASA and the growth of adult soccer. You did a 16 great job.</p> <p>17 (Applause; standing ovation.)</p> <p>18 MS. BRIGGS-MCGEE: Well, this is the 19 most bittersweet time. I can tell you that I 20 have looked forward to not doing this anymore for 21 a long time, but it was the hardest decision. 22 Bob didn't want me to get off. I have met some 23 incredible people. My list of "unincredible" 24 people is longer, but I will tell you about my 25 most incredible people. You know, random acts of</p>
<p>66</p> <p>1 MS. TROUP: Okay.</p> <p>2 MS. BRIGGS-MCGEE: Okay.</p> <p>3 Any more questions? On the budget as 4 a whole or any particular line item?</p> <p>5 Then I would ask for a motion to 6 approve.</p> <p>7 UNIDENTIFIED SPEAKER: So move.</p> <p>8 UNIDENTIFIED SPEAKER: Second.</p> <p>9 MR. OLIVAS: The motion?</p> <p>10 MS. BRIGGS-MCGEE: For me to get a 11 million dollars.</p> <p>12 To approve the budget as amended at a 13 \$15,000 deficit.</p> <p>14 UNIDENTIFIED SPEAKER: So move.</p> <p>15 MR. OLIVAS: Second.</p> <p>16 MS. BRIGGS-MCGEE: So all those in 17 favor, say aye? All opposed?</p> <p>18 (Motion passes.)</p> <p>19 PRESIDENT GROFF: Thanks, Toni. 20 Before we go into the Good of the 21 Game, there's some people I want to thank, and 22 first it's the staff. Please stand up.</p> <p>23 Jen, Kevin, Nick, Duncan.</p> <p>24 (Applause.)</p> <p>25 PRESIDENT GROFF: They each have a</p>	<p>68</p> <p>1 kindness are not forgotten with me. There are 2 just a few people that have made a huge impact 3 with just that little, little act of kindness, 4 and it's Bruno, Brooks, Rick, Sean, Ms. Rapaglia, 5 and Werner. You know, I know why I got in this 6 position. It was Bob Black. There is no doubt 7 in my mind. I miss him so much.</p> <p>8 But this has been one of the greatest 9 experiences of my life. I love counting numbers, 10 and I know you all don't understand that. My 11 parents don't understand it either. I love what 12 I do. I really do enjoy what I do.</p> <p>13 And I miss some of the greatest 14 people in the world. The greatest thing I got 15 out of this was my husband. I met him right 16 here, and he's so great to me. He's so great to 17 me. And I don't understand why, because I'm kind 18 of mean to him sometimes. But you are my family, 19 more than you would ever know, and I will miss 20 it. I will miss it.</p> <p>21 I will be around still. I'm not 22 leaving completely. And I won't be a thorn in 23 the side like I am right now, but I've always 24 spoken from the heart. Believe me, I have always 25 believed -- I speak what I believe, and that's</p>

<p>69</p> <p>1 just something engrained in me from when I was a 2 little kid, from the time I stole that candy and 3 my dad made me go to that stupid store clerk and 4 tell him what I did, when I was, like, four. 5 Honesty has always been the pride of what I do. 6 And Richard has been really good in helping me be 7 a better political person. It's very hard. 8 But thank you so much, so much, for 9 this opportunity, and it will be missed. Thank 10 you. 11 (Applause.) 12 PRESIDENT GROFF: I can remember -- 13 it's mid-1990s, I was trying to be treasurer of 14 U.S. Soccer. Started going to regional meetings, 15 and I met this individual who was very involved, 16 first as deputy director. Then he became 17 director. He is very smart. He can question 18 everything if he wants to, but he has been an 19 extremely great talent, not only to us, but to 20 Region 2. 21 Bruno, we're very unhappy that you 22 are leaving, but we're very happy that you gave 23 us all this time. You've made us better because 24 of it. So please come up here. 25 (Applause; standing ovation.)</p>	<p>71</p> <p>1 with you. 2 Come on up here. 3 (Applause; standing ovation.) 4 MR. HAMILTON: It was August of '93 5 when I was elected to the Foundation board by 6 this group, because nobody else at U.S. Soccer 7 had any clue who I was. And I will have to tell 8 you, it's been an honor and a privilege. I would 9 have never imagined that a solo practitioner from 10 Podunk Southwest Washington would ever get the 11 opportunity to contribute to the lives of so many 12 people. It's been a privilege. 13 Thank you. 14 (Applause.) 15 PRESIDENT GROFF: So I think we have 16 the last -- before we go to the Good of the Game, 17 we have some awards to give out to people who 18 have been nice enough to host events. Is that 19 next, Jen? 20 MS. SUNDERLAND: Yes. 21 PRESIDENT GROFF: Illinois State 22 Soccer Association for hosting the 2012 USASA Cup 23 Finals. 24 (Applause.) 25 PRESIDENT GROFF: Metropolitan</p>
<p>70</p> <p>1 MR. TRAPIKAS: I probably won't get 2 as emotional as Toni did, but inside, I am. 3 Inside, I am. You know, this -- as someone in 4 our region said, it's been a great ride. I have 5 met many, many, many remarkable people here who 6 are in this room and a number who are gone that 7 we all know. And of course, like Toni, I met my 8 wife here too, so we share that. 9 Hey, live long and prosper. 10 (Applause.) 11 PRESIDENT GROFF: Unfortunately, we 12 lost three great ones in the same year. I don't 13 know. It's really tough. This gentleman I met 14 when he ran for the Foundation, served on it with 15 him. He was so smart, so dedicated, creative, so 16 dedicated to what he was doing. For many years 17 he was president of the Foundation. Led them to 18 one of the best places they were ever, in 19 programs and development, kept all the money, 20 funding. And then he came to help us. And he's 21 been helping Washington state for how many years? 22 MR. BUSCH: Well over 20. 23 PRESIDENT GROFF: Well over 20. We 24 are so lucky, Jim, that you helped us. And I'm 25 proud to have served on all these organizations</p>	<p>72</p> <p>1 D.C./Virginia Soccer Association for hosting the 2 AGM. 3 (Applause.) 4 PRESIDENT GROFF: Cal South for 5 hosting the 2012 USASA Veterans Cup. 6 (Applause.) 7 PRESIDENT GROFF: And North Texas 8 State Soccer Association for hosting the 2012 9 USASA Coed Cup. 10 (Applause.) 11 PRESIDENT GROFF: Okay, Jen, the next 12 four. 13 I will take one out, so you can see 14 what it is. 15 This, I will miss, giving out these 16 awards. We have some truly remarkable state 17 associations. 18 For their outstanding achievement in 19 membership development, Kansas Soccer 20 Association. 21 (Applause.) 22 PRESIDENT GROFF: For their 23 outstanding achievement in membership 24 development, for working so hard on the Veterans 25 Cup a few years ago, for figuring out how to get</p>

<p>73</p> <p>1 all their players registered with the great 2 database that they did themselves, the 3 Massachusetts Adult State Soccer Association. 4 (Applause.) 5 PRESIDENT GROFF: To a state 6 association, I have been to their board meetings, 7 I think it's the only one that I have been to 8 where they drag out the 990 and go over it line 9 by line with every member in the room. They're 10 certainly -- what a great soccer market, and 11 they've done a great job in developing their 12 state organization. The Oregon State Soccer 13 Association. 14 (Applause.) 15 PRESIDENT GROFF: The state 16 association who continues to volunteer their time 17 to host us -- AGMs, mid-year meetings, Cup 18 competitions, and next year, the National Women's 19 Championship -- Florida State Soccer Association. 20 (Applause.) 21 PRESIDENT GROFF: Just want to say, 22 we -- when I was thinking about that bylaw that 23 you defeated about the six years -- and my good 24 friend Cezar and I talked about it a great 25 deal -- in reality, you have done exactly that.</p>	<p>75</p> <p>1 all your trophies, get over there so they take a 2 nice picture in front of that nice U.S. 3 Centennial logo. You are a remarkable group. We 4 had a great meeting today. Many changes that you 5 are willing to accept immediately, and for that, 6 I thank you. 7 Anyone else for Good of the Game? 8 MR. MATTSON: First of all, I want to 9 thank all of you for the support that you have 10 shown me this weekend. I am truly humbled by it. 11 But on the lighter note, Florida 12 State Soccer Association is sponsoring a cruise. 13 Hopefully, in front of you, everybody has one of 14 these fliers with some information on it. Yes, 15 it is a cruise on Carnival, and yes, they have 16 promised us that their engines will be working 17 and there will be no fires and that USASA has 18 their own private lifeboat. 19 As you can see, we have negotiated 20 the price down to 377 for a five-day/four-night. 21 That comes up to less than \$90 a day, and I know 22 that half of us can probably eat that much just 23 in food alone per day. So if you have any 24 interest or have any questions, please e-mail Jen 25 and her e-mail is at the bottom of the flyer, and</p>
<p>74</p> <p>1 Just look at this board. Look at what's coming 2 in. The members are new. There's been change. 3 It's exciting. They're bright. They're 4 creative. You are in very good hands. And I see 5 that all of you are working hard to develop that 6 next group of leaders. 7 Bill Davey, congratulations, for 8 being the Regional Region 2 director. 9 (Applause.) 10 PRESIDENT GROFF: Dan Trainor was 11 elected once again. 12 (Applause.) 13 PRESIDENT GROFF: And he's done an 14 excellent job. 15 Lori, I know you weren't sure, but I 16 know you will be a great treasurer. And we're 17 here to help you. Toni is here to help you. We 18 will make sure that you succeed. 19 And, Bill Bosgraaf, once again, as 20 vice-president, you will be a great leader for 21 us. 22 Thank you very much. 23 (Applause.) 24 PRESIDENT GROFF: We're picture-crazy 25 these days, so any of you who won an award with</p>	<p>76</p> <p>1 hope to see everybody on the cruise. Thank you 2 again. 3 MR. SADOWSKI: Jim Sadowski from D.C. 4 Virginia. 5 Tomorrow after -- after we beat 6 Germany, what, two-to-one, three-to-one, come on 7 back, for those of you who are staying, to the 8 Dubliner which is -- Irish Times? Are we sure? 9 They're right next to each other. I get my Irish 10 bars confused when I drink too much the night 11 before. Irish Times. We're going to have an 12 open bar for a good hour, and there is a 13 challenge to drink at least \$2,500 in alcohol. 14 All those in favor, say aye. 15 Opposed? 16 The motion carries. 17 Who's going to come? After the game, 18 come back to the Irish Times. 19 Post game, post game, so take the bus 20 back quick, should be around 4:30 starting, and 21 I'm going to try and bring some more TVs. It's 22 on F street, 14 F street, right next to the 23 Dubliner. It's a block, two blocks. 24 UNIDENTIFIED SPEAKER: North Capitol 25 and F Street.</p>

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<p>1 MR. SADOWSKI: Like you are walking 2 towards the train station. 3 MR. MOTTA: Okay. I guess it's my 4 turn. 5 First of all, I would love to thank 6 all of you who -- all of you for the trust you 7 have in me in electing me in the National Board 8 of Directors of U.S. Soccer. 9 MR. RAPAGLIA: Hello, John. Oh, I'm 10 sorry. 11 MR. MOTTA: Oh, I'm sorry. 12 MR. RAPAGLIA: I'm a big guy too. 13 I'm sorry to interrupt you. And by the way, the 14 question is for you. 15 MR. MOTTA: I got baptized by you. 16 Okay. 17 MR. RAPAGLIA: No problem. 18 We have a problem with -- there is a 19 policy from the soccer federation with the 20 referees that says LAC, Local Assigner 21 Coordinator. 22 Now, we have the chief assessor. We 23 have -- thinking about us, we have the same 24 structure, chief assessor, chief instructor, and 25 chief assigner. A lot of directors.</p>	<p>1 a couple of guys, they abused that. You know, I 2 don't know, with the professional team, they 3 abused that. So this guy is with us, and the 4 Federation, what they did, they put in their own 5 people. They have 50 people that just say "yes" 6 to Herb Silva, to everybody, because he or she 7 had been appointed by the Federation. She don't 8 go -- he or she don't go give a hearing, and 9 that's wrong, because I get as a president, you 10 know, Sunil, when they make him president, we 11 have a dinner with him and he says to me, Sal, 12 you have just over 2000 referees. I think you -- 13 we should have a little better than that. Today 14 we have a 3600 referees, which is -- it's okay. 15 Okay. So we work with that. 16 But I would like to get the response. 17 These guys, you know, I've spoken to a couple of 18 people, couple people there, there's no response 19 at all. I mean -- I know today is democracy in 20 our country. I hope tomorrow is not 21 dictatorship. It's no good. 22 So I do believe -- you know, you work 23 there; you are very influential there. Do me a 24 favor, we got to fix this thing. 25 I'm sure that, you know, all the</p>
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<p>1 We have a problem because my -- the 2 assessor, chief assessor, if you get on the link, 3 you cannot go to the link of the Federation with 4 the referees without permission. Where I just 5 got to go first, is I got to go to the LAAC, 6 whatever, that appointed, by the way, not by us, 7 by the Federation. And that is really -- I 8 just -- this I heard the last six, seven months 9 ago. 10 So we have a problem -- God bless 11 you. We have a problem over here. I asked the 12 Federation nicely. I asked Raimund Soysen 13 (phonetic), he's okay. My man, my guy, he's got 14 to go to the -- they appoint somebody who is from 15 upstate New York -- through another lady, but 16 anyway, she's a nice woman -- but he waits four 17 or five days before that thing is going to -- 18 that link, that's he's going to have the 19 "assessing" of the referee. You know, that's 20 not right. 21 Now, when we have a chief assessor, 22 chief -- all those guys, they should be able to 23 go there direct instead of to go to the middle 24 person that has been assigned by the Federation. 25 Now, not really the best. There was</p>	<p>1 surveys in our country, they don't make no 2 trouble to -- for the Federation, and they don't 3 want no trouble to the Federation. But at the 4 same time, though, we should get the service, if 5 not that for the 50 people there, one each state, 6 and do whatever they wanted, they do, so it's a 7 little wrong. 8 I hope that you and Richard -- 9 Richard's the big guy, you know, behind that. 10 With his philosophy, he will do better -- a good 11 job, I hope. 12 MR. MOTTA: Well, Sal, the one thing 13 I will say is that we are lucky that on the 14 National Referee Committee of U.S. Soccer, the 15 majority of the membership is in this room, the 16 members of that committee. So -- you know, and 17 many of them are SRAs, so I'm sure they are in 18 the room listening to your concern, and we'll 19 take it back, and, you know, as a group, we can 20 talk about it and see -- 21 MR. RAPAGLIA: I could tell you, the 22 next year, I'm going to put a provision in the 23 rules, in front of everybody, to all the SRAs 24 that we have it, going to the Board like 25 tomorrow, if they don't do something about and</p>

<p>81</p> <p>1 come toward us -- because, by the way, that's my 2 problem today, that I see a problem. I'm sure 3 that now I spoke to the 50 assigners over here, 4 50, the SRAs, that there is a problem. So for 5 the future, that's for the Good of the Game. 6 Thank you.</p> <p>7 MR. OLIVAS: I have to echo Sal's 8 complaint that the LACs are a problem. Not every 9 state has an LAC because they don't have an upper 10 division or the level of competition.</p> <p>11 In Cal North, we produce some of the 12 best FIFA referees this country has ever 13 produced. And today, we don't have that program 14 any more because the LAC in our area has blown 15 smoke up these young people's butts, people who 16 are not qualified to do the Games, and yet, they 17 flock to them, leaving the amateur division 18 without referees on Sundays many times, leaving 19 the amateur division without assessors, because 20 they're going to the Academy games to referee an 21 Under-19 boys' game or Under-19 -- Under-16 boys' 22 games. And they're taking preference of these 23 games over the amateur games on Sundays.</p> <p>24 This is a crime, because those 25 referees are not qualified to go to the next</p>	<p>83</p> <p>1 why I decided to do it. And I'm sure Bill and I 2 will continue to be great friends as we continue 3 in the future, but thank you for your confidence 4 and your vote in me.</p> <p>5 Saying that, why are we all in this 6 room? Because we love the game. I mean, we give 7 up our time from our families, our business, our 8 jobs because we absolutely love this game. But I 9 don't think that's enough. I think we've got to 10 ratchet up another level. We have got to have a 11 little bit more passion around the game. Just 12 loving the game is not enough. You've got to 13 have a little more passion to grow the game in 14 our association.</p> <p>15 Many of you remember Howard Johnsons 16 many years ago. I'm sure the young probably 17 don't even know what I'm talking about, but -- 18 and I'm not talking about the hotel that we 19 stayed in in San Diego last year. I'm talking 20 about the restaurant Howard Johnsons. And many 21 of you remember them. Okay. They were in the 22 '50s, '60s; they were huge; they were all over; 23 they were on the highways. But they thought that 24 their model worked. They didn't really think 25 they needed to change a thing. They had it</p>
<p>82</p> <p>1 level, and yet they're flocking to the LAC 2 because they know that's their avenue to the next 3 level, whether they're qualified or not. So 4 please, please, look into it. We have spoken 5 about this for three years in a row now. I think 6 it's time something gets done.</p> <p>7 MR. MOTTA: Thank you. Anybody else 8 speaking?</p> <p>9 PRESIDENT GROFF: Your turn. 10 MR. MOTTA: Okay. My turn. 11 PRESIDENT GROFF: You're the chair. 12 MR. MOTTA: Well, again, I want to 13 thank everyone in the room for the confidence you 14 have in me in representing all of you on the 15 National Board of Directors of U.S. Soccer.</p> <p>16 When I decided to do it, it was a 17 difficult decision only because Bill and I have 18 been really good friends for many, many, many 19 years, and I called Bill and told him my 20 intentions, and we discussed it, but it was a 21 difficult decision. But when you want to take a 22 leadership position and you want to run an 23 organization as big as this one, you've got to 24 put your personal feelings aside and do what you 25 think is right for the organization, and that is</p>	<p>84</p> <p>1 right. They didn't have to do a thing to change. 2 Where are Howard Johnsons today? 3 UNIDENTIFIED SPEAKER: Nowhere. 4 MR. MOTTA: They're gone. 5 UNIDENTIFIED SPEAKER: One left. 6 MR. MOTTA: There's one? In your 7 hometown? 8 UNIDENTIFIED SPEAKER: No, in 9 Escondido. 10 MR. MOTTA: Oh, in Escondido, we 11 stayed at one. We stayed at one last year. 12 But in all honesty, they're gone, and 13 you read the reason why is because they weren't 14 willing to change. They decided that what they 15 had was good enough.</p> <p>16 And I don't want to see that happen 17 to this organization. We have a great 18 organization. We have got great programs. But I 19 don't think that's enough. We have got to look 20 at opportunities and ways to expand what we're 21 doing, to get more programs into our association, 22 and something that we can all agree on.</p> <p>23 I will be honest with you. One thing 24 that hurts me personally, because I absolutely 25 love this game, is when I go to different, either</p>

<p>85</p> <p>1 regional meetings or I hear people talking, and, 2 you know, you go to one place, and they say, 3 Well, what's the Veterans Cup? You have got a 4 bunch of 60-year-old women playing soccer. You 5 know? And then I go to another meeting that 6 says, oh, you know, we only have a thousand 7 competitive players out there, you know, why are 8 we spending so much money?</p> <p>9 Every one of those programs are very 10 important for our being, and I honestly believe 11 that. There is absolutely none of those programs 12 that any of us should be berating. Okay. They 13 all have a purpose in this organization. We may 14 not agree 100 percent on what ways that we do it, 15 but that's why we're here. We can talk and agree 16 on making it better, making these changes. And 17 I'm sure many of you in the room have many great 18 ideas on other programs that none of us thought 19 about. Bring them up forward. I mean, you know, 20 we have got \$2 million. That \$2 million isn't 21 there just to sit there, in my opinion. If you 22 have a program that you think is viable and 23 something that's going to make this organization 24 better, we've got to bring it forward.</p> <p>25 I mean, I'm a businessman, and if --</p>	<p>87</p> <p>1 I've been to the Coed Cup, the Veterans Cup, the 2 National Cup, the Donnelly Cups, the soccer 3 festivals. Those were all great events. I don't 4 say we're going to bring them back, but, you 5 know, there's room for all these events. And, 6 you know, let's talk about it. You know?</p> <p>7 Saying all that, I would like to 8 formally announce that I will be running for the 9 president of USASA next year after Richard 10 retires.</p> <p>11 Thank you. 12 (Applause.)</p> <p>13 PRESIDENT GROFF: Over the next nine 14 months, we're going to have to give him a time 15 limit.</p> <p>16 All right. Anything else for the 17 Good of the Game?</p> <p>18 Don't forget you have to pick up your 19 polo shirts on the way out. You have to leave 20 your "yes" and "no" cards.</p> <p>21 I need a motion to adjourn.</p> <p>22 UNIDENTIFIED SPEAKER: Motion to 23 adjourn.</p> <p>24 PRESIDENT GROFF: Thank you very 25 much.</p>
<p>86</p> <p>1 you know, Dunkin' Donuts has been around for 60 2 years. They started out with the donuts and 3 coffee. If you are going to Dunkin' Donuts 4 today, we're a restaurant. We've got sandwiches, 5 we've got lunch sandwiches, we got bagels, we got 6 this, we got that. So much that my kids actually 7 told me, Dad, if I didn't own this business, I 8 would never work for this business, because it's 9 so complicated.</p> <p>10 But why is it complicated? To bring 11 more customers in. And that's what we need to do 12 as this organization. When I do -- if I take on 13 the presidency of this organization, I want to 14 look at it like I look at my business. You know, 15 how do I get more customers in? And, again, 16 going back to what I said, if we berate each 17 other or berate some of our programs, we're 18 chipping at the foundation. And what's going to 19 happen? The foundation is going to collapse.</p> <p>20 So instead of us berating each 21 other's programs, let's work together. Let's 22 talk about it. Let's discuss it, because like I 23 said, there's probably -- I have been to every 24 single event, as chairman of the referee 25 committee, I have been to every single event.</p>	<p>88</p> <p>1 Our new board of directors, please 2 stay here for one minute. 3 (Adjourned at 4:00 p.m.)</p> <p>4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25</p>

REPORTER'S CERTIFICATE

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I, DEBRA K. RESLING, RMR, and Certified Realtime Reporter appointed to take the meetings of the United States Adult Soccer Association, do certify that the within proceedings of the National Council meeting were taken by me stenographically in Washington, D.C. on June 1, 2012 then reduced to typewritten form consisting of 89 pages herein; that the foregoing is a true transcript of the proceedings had.

In witness hereof I have hereunto set my hand this 15th day of June, 2013.

Debra K. Resling, CSR, CRR, RMR
Registered Merit Reporter
and Notary Public.
4 Cheyenne Blvd.,
Colorado Springs, CO 80905

My commission expires February 28, 2013

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