

Minutes of the USTA NorCal Board of Directors Meeting
Wednesday, December 17, 2014
USTA NorCal Office - Alameda, California
Amended January 21, 2015

Directors Present: Margie Campbell, Gordon Collins, Michael Cooke, Mike Dickey, Mark Fairchilds, Frank Haswell, Alvin Hom, Andrea Norman, Linda Peltz, Sarah Robinson, Jason Scalese, Jack Walker, and Rosie Bareis who arrived at approximately 7:00 PM.

Directors Absent: Suzy Cossette, Terry Cossette, Jack Drimmer, Paul Kepler

Advisory Directors Present: Christine Costamanga, Pam Sloane

USTA NorCal Staff Present: Steve Leube

Call to Order: President Michael Cooke called the meeting to order at 6:35 pm. As outgoing President he handed the gavel to Margie Campbell as she assumed her duties as President.

Introduction of Guests: Anna Elefant and Les Hausrath were introduced as guests present.

Approval of Minutes: The minutes of the October 15, 2014 meeting were unanimously approved with typographical corrections.

Election of Officers: Sarah Robinson nominated and Mark Fairchilds seconded the nomination of Les Hausrath as Legal Counsel/Parliamentarian. There being no other nominations, Les Hausrath was unanimously elected as Legal Counsel/Parliamentarian.

Frank Haswell nominated and Alvin Hom seconded the nomination of Michael Cooke as Delegate. There being no further nominations, Michael Cooke was unanimously elected as Delegate.

Jason Scalese nominated and Alvin Hom seconded the nomination of Jack Walker as Treasurer. Andrea Norman nominated and Gordon Collins seconded the nomination of Mike Dickey as Treasurer. A written ballot was tabulated by Les Hausrath and Steve Leube. Jack Walker was elected Treasurer with 7 votes for Jack Walker and 5 votes for Mike Dickey.

Mike Dickey nominated and Gordon Collins seconded the nomination of Andrea Norman as Secretary. Jack Walker nominated and Alvin Hom seconded the nomination of Linda Peltz as Secretary. (At this point, Rosie Bareis arrived at the meeting). A written ballot was tabulated by Les Hausrath and Steve Leube. Linda Peltz was elected Secretary with 8 votes for Linda Peltz and 5 votes for Andrea Norman.

Jack Walker nominated and Sarah Robinson seconded the nomination of Alvin Hom as Vice President. Mike Dickey nominated and Frank Haswell seconded the nomination of Gordon Collins as Vice President. A written ballot was tabulated by Les Hausrath and Steve Leube. Alvin Hom was elected Vice President with 8 votes for Alvin Hom and 5 votes for Gordon Collins.

Following the Election of Officers, a brief recess was taken for the purpose of having photographs of the Board and the Executive Committee.

Strategic Plan Update: President Margie Campbell introduced Eric Douglas from Leading Resources, Inc., Mr. Douglas has been the facilitator for the Strategic Planning Committee. He is here to present the Strategic Plan and is looking for comments and input from the Board. The committee is looking to have the Plan adopted at the February, 2015, Board of Directors meeting.

Mr. Douglas handed out the planning schedule and indicated developing a strategic plan is a long process. The Strategic Plan documents where the organization is today and where it is going. He reviewed the process with a synopsis of each planning meeting. All Board members are invited to the meetings. Once the Board has adopted the Strategic Plan, the committee will work on the action plan.

Comments made on the Strategic Plan discussion are attached for information purposes.

Concluding the discussion, Margie Campbell thanked Eric Douglas and the Strategic Planning Committee for all their work and invited all Board members to attend the next planning meeting on January 12, 2015.

Executive Director's Report: In addition to the written report which was included in the meeting packet, Steve Leube noted that Northern California was again the number one Section in membership. He thanked everyone for their support. He noted that the Annual Meeting held in October had the largest number of participants in recent history. There were over 50 teams present at the ROG championships held at Fremont Tennis Center, and that there were many positive comments. The Peter Herb Cup was held at Stanford. CiCi Bellis finished 2014 as the top ranked junior girl in the world. On December 20, 2014, the Junior Awards will be held in Santa Clara. CiCi Bellis will be given the Player of the Year Award. Overall, the Section has

reached 90% of its goals for 2014. Rosie Bareis added that Sam Reffice won two tournaments in the Boys' 16s: the Orange Bowl and the Eddie Herr International Junior championships.

President's Report: Margie Campbell welcomed all Board members, new and returning, and let all know that she has an open communication policy. One may call her at anytime, although the office number is not a 24 hour number. She reappointed Christine Costamanga and Pam Sloane as Advisory Directors, and wants all to know that she believes in communication. There will be no Board meetings in April, July, or September. Committee appointments are under way and will be announced at a later date. President Margie Campbell thanked all for electing her as President. Although a bit overwhelmed, she is appreciative of the confidence all have placed in her. She then thanked Michael Cooke and Steve Leube for their leadership and hard work. She will continue with the protocol established by Michael Cooke in running meetings.

Delegate's Report: Michael Cooke reported that there were two items proposed at National, both dealing with changes in regulations. National passed tournament regulation changes. Jack Schubert, chair of Rules and Regulations proposed the reinstatement of Rule #11, which changed the meaning of "elite athlete." Voting on ROG changes was put on hold. As Chair of the Junior Competition Committee, Andrea Norman asked why there was an issue with the ROG and not the Junior Competition regulations as both were similar.

Junior Council Committee Decisions: The Committee Decisions from the USTA NorCal Junior Council meeting of October 28, were included in the Board packet. Feedback had been received from various sources and the committee reviewed each. Andrea Norman then reviewed each decision: #1: **Match Format:** tournament officials have the right to change the match format depending on the weather; the health and welfare of the participants is foremost; communication to the players is the key for all participants. The reasoning for this is to establish consistency from tournament to tournament. A certain number of matches are guaranteed at Challenge and Open level tournaments. The Match Tie Break in lieu of a third set has been in effect for all of 2014. When comments are made to the staff and are known to the sanctioning and scheduling committee, action is taken if necessary.

It was moved and seconded that effective January 1, 2015, the various applicable USTA NorCal Junior Tournament Rules be amended so that match formats offered at NorCal Junior Tournaments (except Orange and Green Ball Tournaments) be as adopted at the October 28, 2014, NorCal Junior

Council meeting. The motion carried with 11 in favor, 0 opposed, and 1 abstention.

#2: **Stand Alone Excellence Doubles Tournament:** Championship doubles held in July will count towards National Ranking.

It was moved and seconded that effective January 1, 2015, the Excellence Doubles Tournament shall be removed from the USTA NorCal Junior Tournament Schedule. Because NorCal is entitled to four doubles tournaments designated as Level 4 National Ranking Tournaments, the doubles event at the July Championship Age Division Tournament shall be assigned with this status. The motion carried with 11 in favor, 0 opposed, and 1 abstention.

#3: **Stand Alone Sectional Doubles Championships:** This item is for consistency purposes.

It was moved and seconded that effective January 1, 2015, the USTA NorCal Junior Tournament Rule 11.J.iv.b be amended to read "The Doubles-Only Sectional Championships will be sanctioned for a two day period." The motion carried with 11 in favor, 0 opposed, and 1 abstention.

#4: **Concurrent Entries:** It was moved and seconded that effective January 1, 2015, USTA NorCal Junior Tournament Rule 6.B and C shall be as adopted at the October 28, 2014, NorCal Junior Council meeting. The motion carried with a unanimous vote of 12 in favor.

#5: **Awards:** It was moved and seconded that effective January 1, 2015, USTA NorCal Junior Tournament Rule 30.d shall be amended as adopted at the October 28, 2014, NorCal Junior Council meeting. Rosie Bareis stated that she would like to see more trophies given to players as they want to receive something. The motion carried with a vote of 11 in favor, 0 opposed, and 1 abstention.

#6: **Rankings:** This item is about an equitable distribution of points and about play and flexibility. It was moved and seconded that effective immediately the USTA National Masters shall be designated a USTA NorCal Level 1A ranking tournament and that beginning January 1, 2015, the points assigned to winning main draw rounds in Open and Challenger Tournaments shall be adjusted according to the table as adopted at the October 28, 2014, NorCal Junior Council meeting. The motion carried with 11 in favor, 0 opposed, and 1 abstention.

#7: **Seedings-expanded use of ratings:** It was moved and seconded that effective January 1, 2015, the USTA NorCal Junior Tournament Rules 15.B and D. be amended as adopted at the October 28, 2014, NorCal Junior Council meeting. The motion carried unanimously with a vote of 12 in favor.

#8: **Maze Cup Selection:** Selection to the Maze Cup is subjective. With this resolution it will be more transparent. It was moved and seconded that effective January 1, 2015, policy for selecting players for Maze Cup shall be amended as stated on page 5 of the USTA NorCal Junior Council Committee

Decisions. The motion carried with a vote of 11 in favor, 0 opposed, and 1 abstention.

#9: USTA Summer Junior Grand Prix Circuit & Invitational: It was moved and seconded that effective January 1, 2015, NorCal Summer Junior Grand Prix Circuit & Invitational policy shall be amended as adopted at the October 28, 2014, NorCal Junior Council meeting. The motion carried unanimously with a vote of 12 in favor.

SPORTSMANSHIP COMMITTEE: *Tournament Withdrawal Resolution*

#1: Andrea Norman indicated that there would be a unified and uniformed penalty suspension point system for juniors through a National database. When 10 points are reached the player won't be able to register for another tournament. This resolution is to reinforce that tournament officials are doing their job and are to describe in detail the penalty (e.g. ball abuse - what actually happened). It was moved and seconded to send this resolution back to the

Sportsmanship Committee and to the Officials Committee for further discussion and review and to come back with a proposal with criteria for officials. The motion carried unanimously with a vote of 12 in favor.

Requirement for number of Officials (Tournament Court Monitor)

Resolution #2: Andrea Norman stated some parents indicated that they will pull their child from the sport if something is not done about poor sportsmanship. There needs to be a middle ground somewhere. It was moved and seconded to remand this resolution back to the Sportsmanship committee to collaborate with other committees (e.g. Junior Council) for further discussion and recommendations. The motion carried unanimously with a vote of 12 in favor.

TOURNAMENT APPEALS: Brian Cory withdrew his appeal on behalf of Seascape Sports Club. Due to the sensitivity of the next tournament appeals, the Board of Directors convened an Executive Session.

Upon return to the regular meeting it is noted that the tournament appeals presented on behalf of Lafayette Tennis Club were denied with a vote of 11 in favor of denial, 0 opposed, and 1 abstention.

TREASURER'S REPORT: Treasurer Jack Walker projected that there would be a deficit of \$183,000.00 based on the added expenses of \$50,000.00 for the NorCal Foundation, \$75,000.00 for high school tennis, and \$40,000 for the Strategic Plan. Membership revenue is \$18,000.00 over the budgeted amount and the League department is \$9,000.00 over the budgeted amount. The Tournament department shows a \$54,000.00 deficit from the budgeted amount and Advertising and Sponsorship shows a \$42,000.00 deficit from the budgeted amount. In addition we are under budget by \$100,000.00 due to changes in personnel. Outside expenses for legal issues

now totaled \$204,000.00. Program expenses were \$148,000.00 under budget.

COMMITTEE DECISIONS: The Committee Decisions document was distributed in the monthly Board packet. The Board was reminded that they have seven days in which to submit a challenge to any of the Committee Decisions made and that a challenge requires the support of three Board members. A question was raised regarding the ACES Award recommendations being named in a public document and then having the Board denying that recommendation. It was stated that the NorCal Staff would get together and determine the criteria for those awards.

UNFINISHED BUSINESS: Michael Cooke announced the appointment of Andrea Norman as Chair of the National Junior Competition Committee and of Christine Costamanga as Vice Chair of the National Senior Competition Committee.

There being no further business, the Board of Directors meeting adjourned at 10:15 pm.

Respectfully submitted,
Linda Peltz
Secretary