

**Minutes of the USTA NorCal Board of Directors Meeting
Wednesday, March 18, 2015
USTA NorCal Office - Alameda, California**

Directors Present: Margie Campbell, Suzy Cossette, Terry Cossette, Mike Dickey, Jack Drimmer, Mark Fairchilds, Frank Haswell, Alvin Hom, Andrea Norman, Linda Peltz, Sarah Robinson, Jason Scalese, and Jack Walker

Directors Absent: Rosie Bareis, Gordon Collins, and Paul Kepler

Delegate Present: Michael Cooke

Advisory Directors Present: Pam Sloan

Advisory Directors Absent: Christine Costamanga

Legal Counsel Present: Les Hausrath

NorCal Staff Present: Steve Leube

Call to Order: President Margie Campbell called the regular meeting of the USTA Northern California Board of Directors meeting to order at 6:30 PM.

Introduction of Guests: No guests were present, therefore no public comments were entertained.

Reading of the USTA NorCal Mission Statement: Suzy Cossette adeptly read the mission statement.

Approval of Minutes: It was moved and seconded to approve the minutes of February 18, 2015, as presented. The motion carried unanimously.

Strategic Plan: Alvin Hom, Chair of the Strategic Planning Committee, reported that the committee had met to develop the

Action Plan. The facilitator will communicate to Mr. Hom the Action Plan as discussed at the committee meeting. Mr. Hom will then send the Action Plan to Committee Chairs and then to the Board of Directors for input.

Executive Director's Report: Executive Director, Steve Leube, reported that again we are the number one section for membership growth for February, 2015, and we are continuing to show strength for 2015. Mr. Leube indicated that he has hired three new employees: John Franco for Marketing and Communication (he has a strong background in social media, digital communication, and production of brochures); Rob Simpson as the TSR in Sacramento; and Nick Walsh, as the TSR in San Francisco (he was an intern at NorCal and is very organized). Mr. Leube attended the USPTA conference and spoke on behalf of NorCal. He thanked the Pros for their assistance and told them that we appreciated their efforts. The ACES event held on February 22, 2015, was incredible. Board members Suzy and Terry Cossette received the Lifetime Achievement Award, Michael Cooke received the President's Award, and Jack Walker was recognized for captaining a National Championship team. Mr. Leube thanked President Margie Campbell for stepping in at the last minute as the emcee. He also thanked those Board members who attended the event. Mr. Leube attended the Digital Task Force meeting in New York where there was a great deal of discussion. Many issues need to be worked out. Mr. Leube, along with Margie Campbell, Michael Cooke, and Sada Chidambaram, attended the Vijay Amritraj Foundation event in San Jose. Leagues: Combo districts saw 118 teams participating at three sites with approximately 1400 players; Adult 40 and Mixed 40 leagues are almost finished with increased participation being 1900 above that of 2014; 125 teams are participating in the Adult 65 and over league; the Adult 18 and over league begins March 30, 2015, with 19 more teams than registered in 2014; participation in the Adult 18 and over league should be over 20,000. There will be an end of season party at Harbor Bay Club for the Social Nets League on March 28, 2015, between 2:00 PM and 6:00 PM; the Social Nets League saw 248 participants;

Mission Hills in Fremont will host the new Mixed Tri-Level league tournament June 19 to June 21, 2015. Play days are up by 40 days. The Sonoma International Film Festival will show "Queens at Court" on Friday, March 27, 2015; this tennis documentary showcases people who are different, with an emphasis on LGBT, and how tennis makes them feel a part of something; NorCal is a sponsor of this event; the director, Shiv Paul will be in attendance and will have a question and answer session following the movie. Alison Vidal, the NorCal manager of TSRs, will run a TSR training session for USTA National; Tamara Ramos, NorCal Leagues manager, will participate in a "Get Connected" presentation to the Adult League Committee; Summer Verhoeven, NorCal manager of Juniors, will be on a task force regarding ratings; and Steve Leube, NorCal Executive Director, will be on the Digital and Alignment task force. Mr. Frank Haswell was given a round of applause for being named the CIF model coach.

President's Report: President Margie Campbell reminded everyone that the USTA Annual meeting will be held in Boca Raton, Florida, between April 11 and April 13, 2015. Those who will be attending the meeting are invited to the NorCal Section dinner on Friday, April 10. Reimbursement forms are to be returned within one month. The USTA Presidents Committee have the following items on their meeting agenda: Membership Innovation Update; Network Funding and the Work of the Alignment Team; Young Adult Initiatives; Diversity; Year of the Provider; and having the First Vice Presidents of each section attend the Annual and Semi Annual USTA meetings. Other items which will be brought up will be Tennis Link and Creating a Standing Delegate's Committee. The Junior Competition Summit will be held in Orlando, Florida, March 24 to March 26, 2015. Those attending the summit are Margie Campbell, Gordon Collins, Andrea Norman, Summer Verhoeven, Tommy Tu, Alison Vidal, and Darren Winger. The state of Junior Tennis in the United States will be discussed, including what is good and what is not good; Medical research on Junior Tennis and Youth Sports; Tennis in comparison to other sports; a report on the International

perspective of competitive junior tennis; best practices of junior tennis. Ms. Campbell also reported that James Blake has been appointed the new chair of the USTA Foundation. She also commented on the ACES awards event held on February 22, 2015, which was very well done. She thanked the members of the Board who were in attendance and noted how important and meaningful USTA is to so many people.

Suzy and Terry Cossette were recognized with the Betty Cookson Lifetime Achievement Award; Michael Cooke received the President's Award; and Jack Walker was captain of a National League Championship team. The Sonoma International Film Festival, to be held on March 25 through March 27, 2015, will be presenting a documentary entitled "Queens at Court." This is an inspiring documentary that follows four unique and diverse LGBTQ tennis players over the course of eight months and two amateur tennis tournaments. It documents their stories of life on and off the court, and their journeys through adversity to acceptance. USTA NorCal will have a desk at the event and is sponsoring the documentary. This is an opportunity to expand our outreach to a new audience and to increase our visibility.

Delegate's Report: Delegate, Michael Cooke, reiterated that the Delegates Committee will introduce a resolution to make the Delegates Committee a standing committee. This resolution can also be brought forward by a Section. Mr. Cooke indicated that Delegates are relevant and have continuity. Andrea Norman inquired if the "higher ups" in USTA are in favor of this resolution. She stated that three or four years ago, the Delegates Committee was going to be eliminated, but the Presidents Committee voiced a strong "No" as doing this would split the leadership and Sectional representation is needed. Margie Campbell indicated that Sectional input is needed regarding National decisions. Terry Cossette, a past Delegate, strongly believes that there needs to be at least two people representing each Section. It was moved and seconded for USTA NorCal to support having the Delegates Committee be a standing committee. The motion carried unanimously. The USTA National Board will vote on the ROG. The proposed amendments to USTA Regulations were included in the

Board packet, and Mr. Cooke reviewed them. "R1" is proposed by the Wheelchair Tennis Committee and would create more fair play opportunities among the Letter Division Wheelchair Tennis Players, and will help provide clarity for both players and tournament directors around division eligibility. A straw vote was taken with unanimous support for the Wheelchair Committee's "R1" to create more fair play opportunities. "R2" is proposed by the Officials Committee and would clarify that all individuals seeking certification as a USTA official must be in compliance with the requirements of Safe Play as a condition prior to certification. The requirements include background screening and successfully completing Safe Play education. Jason Scalese asked if the Section Officials Committee has supported this. By a straw vote of 14 in favor and 1 opposed, it is recommended that the Delegate support this regulation. "R3" is also proposed by the Officials Committee and states that a person seeking certification as an official for the first time may be certified as a Provisional Umpire before attending school, provided the person passes the written test. Otherwise, all officials must attend school, unless the requirement is waived.

Mr. Scalese again asked if the Officials Committee supports this. By a straw vote of 12 in favor and 2 opposed, it is recommended that the Delegate support this regulation. The Junior Competition and Sportsmanship Committee also proposed clarifications in Junior National Tournaments and is covered in "Item 1" which was included in the Board packet. "Item 1" basically explains the process. "Item 2", proposed by the Constitution and Rules Committee, states that USTA Regulation XI is to be reinstated. There were no objections to supporting these call items. "Item 3" was withdrawn by Ajay Pant, Chair of the Ten and Under Tennis Committee. "Item 4" seemed to be for information purposes only. Another proposal by the Junior Competition and Sportsmanship Committee is asking to amend USTA Regulation VI (Red, Orange, and Green Ball Tennis): "A" has no changes; "B" has nothing of substance; "C" is not up for discussion; and "D" moves ROG out of Friend at Court.

Temporary Adjournment: The regular meeting was temporarily adjourned at 7:20 PM for purposes of an off the record executive session discussion. The discussion concluded at 7:37 PM.

Treasurer's Report: Treasurer Jack Walker indicated that the Section is forecasting a deficit of \$81,347.00 compared to the adjusted budgeted deficit of \$91,395.00. The budget has been adjusted to reflect expected expenditures in 2015 related to multi year commitments including high school court resurfacing, Junior Team Tennis coordinators, and funding an Executive Director and office staffing for the USTA Northern California Foundation. The multi-year commitments, which are intended to be funded from reserves, are expected to total \$150,000.00 for 2015. Outside services expense is \$12,000.00 over budget and is due to ongoing litigation related issues and the hiring of an outside compensation specialist.

Committee Decisions: Mike Dickey, Chair of the Budget Committee, noted that the Budget Committee approved a request to increase the budget of the Junior Council. This action was taken by an email vote as it was too late to be put into the committee decisions notice. The Board was reminded that they have seven days to challenge a committee decision and that three Board members must sign on to that challenge.

Executive Session: At 7:46 PM, The Board of Directors convened into an executive session for the purpose of discussing and approving the Inside Tennis contract. The regular meeting reconvened at 7:58 PM.

Unfinished Business: There was no unfinished business.

New Business: There was no new business.

Adjournment: There being no further business, the regular meeting of the USTA NorCal Board of Directors adjourned at 7:59 PM.

Respectfully submitted,

Linda Peltz
Secretary