

**Minutes of the USTA NorCal Board of Directors Meeting
Wednesday, June 15, 2016
USTA NorCal Office - Alameda, California**

Directors Present: Rosie Bareis, Margie Campbell, Gordon Collins, Suzy Cossette, Christine Costamagna, Mike Dickey, Dale Evans, Mark Fairchilds, Alvin Hom, Tyler Nii, Andrea Norman, Linda Peltz, Sarah Robinson, Jason Scalese, and Jack Walker

Directors Absent: Pam Sloan

Delegate Present: Michael Cooke

Legal Counsel Present: Les Hausrath

Staff Present: Steve Leube

Advisory Directors Present: Sada Chidambaram

Advisory Directors Absent: Larry Olmstead

Call to Order: President Margie Campbell called the June meeting of the USTA Northern California Board of Directors to order at 6:31 P.M. She reminded all of the protocol of the Board when speaking. She then introduced Terry Cossette, chair of the Ad Hoc Committee on Sportsmanship.

Reading of the USTA NorCal Mission Statement: Gordon Collins exuberantly read the mission statement.

Minutes: An amended version (regarding the High School Tennis Tournament for Ranking Points) of the minutes was distributed. Corrections to the minutes included changing the word "Hula" to "Hola" under the Executive Director's report and changing the word "budget" to "Network Support Funding Task Force" under the Delegate's Report. It was moved and seconded to approve

the May 18, 2016, minutes as amended and corrected. The motion passed unanimously.

Strategic Plan Update: Alvin Hom, Chair of the Strategic Planning Committee reported that the Committee met on June 9, 2016, and reviewed the Action Plan.

Ad Hoc Sportsmanship Committee/Officials Action Item:

Terry Cossette, Chair of the Ad Hoc Sportsmanship Committee presented the Action Item of (Part A) amending Rule 29 of the USTA NorCal Junior Tournament Rules which will require a minimum of 2 persons for every 8 courts to supervise play, one of whom must be a USTA certified official, and one of whom may be a court monitor and (Part B) recommending that all court monitors receive background checks and training. The rationale for these amendments is to address the unsportsmanlike behavior at junior tournaments. Mr. Cossette stated that people were saying that there is “no fun” at tournaments, and the committee wanted to know the why of this. The answer was that there was unsportsmanlike conduct, including cheating, in junior tennis tournaments. The use of trained court monitors would aid in combating the unacceptable behavior. A comprehensive plan will be presented to the Board at the August meeting.

Although the following responsibilities of a court monitor are no longer in Friend at Court, Andrea Norman cited Friend at Court, Comment VII.G-2, as to the responsibilities of a Court Monitor: “Court monitors are not certified officials. They assume limited duties to help ensure fair and sportsmanlike play at sites lacking a sufficient number of certified officials. Based on the experience and training of the Court Monitors, the Referee or Site Referee shall advise them of the courts to which they are assigned and their responsibilities, which may include some or all of the following:

- 1). maintain control over assigned courts
- 2). measure the net at the beginning of the first match and at other appropriate times
- 3). time warm-ups and, when possible, announce “two minutes” at two minutes before the end of the warm-up,

- and announce "time" when play is to begin
- 4). call foot faults, remembering that there is never a warning
 - 5). stop play when the monitor observes a code violation and seek assistance from the Referee or other official
 - 6). file suspension point reports with the Referee concerning offenses they personally observed or heard
 - 7). settle scoring disputes on a limited basis
 - 8). overrule clear mistakes
 - 9). time rest periods
 - 10). record scores of matches
 - 11). inform the desk of open courts and of the progress of matches in play
 - 12). send for a certified official if there is a question of rule interpretation
 - 13). call the score if assigned to only one court."

The Ad Hoc Sportsmanship Committee is recommending court monitors, but the tournament can hire a referee or two, and the cost would need to be built into the tournament fees. All tournaments need to be well run. A well run tournament will attract more people, and more people will result in more money.

The Sportsmanship Committee withdrew their recommendations (pages 4 - 7) for this Board meeting, they will present them to the Board at the August meeting. Consideration of parts A and B needed to take place so they could be included in the Sanction packet (this was an issue of timeliness). It was moved and seconded to approve parts A and B of the Action Item submitted by the Sportsmanship Committee with the addition of the word "minimum" of 2 persons for every 8 courts. The motion passed with a vote of 13 in favor, 3 opposed, and 1 abstention.

Executive Director's Report: Executive Director Steve Leube indicated that Mackie MacDonald won both the singles and doubles titles at the Division I championships. This is the first

time in more than 25 years this has been accomplished by a Northern California player. He congratulated Rosie Bareis on her coaching of Mackie. Ms. Bareis then noted that Colin Altamirano is a two time champion having won his matches at Virginia. NorCal is number five in Section standings, and we are working hard to end the second quarter strong. The first week of June was the Adult 40 and over Sectionals as well as the JTT 12 and under Sectional Championships.

The following events are planned: 1) mixed tri-level team tournament is June 17 through June 19; 2) June 23 through June 26 is the Diversity and Inclusion Tennis cam which will be held at Mills College with 24 participants; 3) June 25 and June 26 will be the Orange and Green Summer Sectionals as well as the second GenGap Tournament; 4) June 27 through June 29 will be the 65 and over Sectionals at Napa; 5) there will be two NJTL camps, one for boys and one for girls with 24 participants each at Sonoma State - the first will be July 5 through July 8, and the second will be July 12 through July 15; 6) July 18 through July 24 is the Bank of the West Tournament at Stanford. Monday, July 18, NorCal will be hosting Kids Day in conjunction with the National Hispanic Task Force, hoping to bring in 350 kids; 7) Katrina Adams, National USTA President, will be visiting NorCal on July 18 and July 19 and will attend Kids Day at the Bank of the West; 8) Thursday, July 21, will be NorCal's Hall of Fame Induction lunch; 9) Friday, July 22, will be NorCal's first High School Play Day; 10) Mr. Leube stated that he will be in Kansas July 25 through July 27 to continue talks about the Youth brand and progression with all Executive Directors; 11) July 28 is the NJTL Rally at Golden Gate Park with the hope of having 300 kids.

There will not be a membership appreciation day at the Bank of the West as National is not funding it. There will be membership appreciation every day at the NorCal booth where there will be a big screen Television and pros present to sign autographs.

President's Report: President Margie Campbell also congratulated Rosie Bareis on Mackie MacDonald's success. She also congratulated Lane Leschly for being awarded the Bill Talbert

Junior Sportsmanship Award. NorCal has been acknowledged six of the last seven years with a Bill Talbert Sportsmanship award. Ms. Campbell thanked Christine Costamagna for her excellent running of the Marin Championships where a record number of entries were recorded and \$25,000.00 in prize money was awarded.

Ms. Campbell followed up on Mr. Fuller's presentation at our last Board meeting and presented her recommendations to the Board. She reported that in continuing to address Mr. Fuller's concerns, the issue of charging, collecting and distributing a facility fee needed to be treated as a governance issue. She noted that our by-laws allow three (3) Board members to bring an Action Item forward on this or any other matter. Therefore, if any three (3) Board members would like to continue discussing this issue, or a modification of it, they may bring an Action Item forward for discussion by the Board. Ms. Campbell asked that Board members considering an Action Item on any issue to carefully consider the following questions: 1) Does this proposal support our mission statement; 2) If it is to be considered/implemented will it be a good use of our staff and volunteer time and dollars; 3) Will consideration/implementation of the proposal result in a good business decision for USTA NorCal? She also reminded the Board that all Board members owe a fiduciary duty to USTA NorCal and are required to act in the best interests of the organization.

Out of the conversations Ms. Campbell had with various people, it became evident that our current board resolutions allow an item to be repeatedly put on the table if three Board members present an Action Item. There are many concerns about repeatedly addressing the same issue even if it has been modified. Again, this asks the question of whether we are providing good governance. Ms. Campbell would like to propose that the Board consider addressing the procedures for dealing with the issue of repeated Action Items on the same subject matter. She indicated that the President has the power to select the agenda items for each meeting and that an Action Item submitted for consideration may be rejected by the President if

the basic premise of the Action Item had been discussed and voted upon by the USTA NorCal Board within the previous twelve months. If the USTA NorCal Board then votes to accept an Action Item by a majority vote, the Action Item will be heard. This is a grey area and should be referred to the Constitution and Rules Committee.

There was concern about the recipients of the court resurfacing funds and whether or not those who received the funding were actively promoting USTA programs. There needs to be a discussion of the best way to spend those monies.

The Hall of Fame Induction ceremonies lunch will be on July 21, 2016, at Stanford during the Bank of the West tournament. The USTA NorCal dinner held during the Semi Annual Meeting in New York is at total capacity, and if you have not indicated your attendance you will be placed on a waiting list. On July 18, 2016, Katrina Adams will be visiting Northern California. While she is here an event, to be determined, will be held, and all Board members are invited to attend.

Comments on Ms. Campbell's report included a request that all action items and committee decisions be placed into one document at the end of her term. If additional information becomes available, the Board should be able to know that information and not shut the issue down. The question of how we want to deal with ongoing issues was raised, and Ms. Campbell will put something in writing regarding governance and report back to the Board. If an action item is submitted and has been rejected by the President, the President needs to acknowledge this.

Delegate's Report: Delegate Michael Cooke reported that the Network Support Funding Task Force determines the manner in which the Section receives their funding. Participation is the key word. It is tracking participation in Tennis, not just in USTA branded events. In tracking participation, the Executive Directors are being asking how they will accomplish this. Three Sections have already adopted a full delivery system which basically puts the tennis pros out of business. Tracking participation is likened to the collection of the blue and yellow card system which proved

to be a disaster. We should not be in the business of a full delivery system; this is being driven by the National Staff; there becomes a blurred distinction between non-profit and for profit. Mr. Cooke will be attending a Budget meeting in New York regarding insurance deductibles for the Sections.

Treasurer's Report: Treasurer Jack Walker reported that the financial statements are in better shape this month than they were last month as there are listings by department and by category. He indicated that both Leagues and Tournaments are doing well, and that Junior revenue is down. He will propose a budget amendment regarding Outside Services so there is no longer the large discrepancy. Overall, Mr. Walker feels we are in good shape and will be on target regarding the budget for the remainder of the year.

Committee Decisions: The Board was reminded that they have seven days to challenge any committee decision and that three members of the Board must sign on to that challenge.

Unfinished Business: There was no unfinished business.

New Business: There is a new Icon on the league player's profile page which indicates good captaining. There could be one for good sportsmanship. It was noted that Adult Tournaments will be offering a sportsmanship award in the future.

Temporary Adjournment: The regular meeting of the Board of Directors was temporarily adjourned at 8:23 P.M. so that an Executive Session could be held.

Reconvened Session: Following an Executive Session, the regular meeting of the Board of Directors was reconvened at 9:27 P.M. It was moved and seconded to summarize the Sanction and Scheduling recommendations 1, 2, and 3 which were approved in the Executive Session. The motion carried with 14 in favor, 1 opposed, and 0 abstentions.

Summary of Executive Session Recommendations: In regards to the Sanction and Scheduling Committee, the Board approved 1) to include a waiver of the right to file litigation and a limitation of liability; 2) documents are to be clarified so that applicants are clear on what they are agreeing to; and 3) appeals to the Board could be made, although a fee would be charged.

Adjournment: There being no further business the regular meeting of the USTA NorCal Board of Directors was adjourned at 9:29 P.M.

Respectfully submitted,

Linda Peltz
Secretary