

**USTA NorCal Board of Directors Meeting Minutes**  
**October 17, 2012**  
**USTA NorCal Office, Alameda, California**

**USTA NorCal Board of Directors Present:** Paul Allam, Gordon Collins (Treasurer), Michael Cooke (President), Terry Cossette (Delegate), Christine Costamagna (Secretary), Jim Coyne, Hunter Gallaway, Dana Gill, Jean Hassoun, Paul Kepler

**USTA NorCal Immediate Past President Present:** Marjorie Peterman (absent)

**USTA NorCal Board of Directors Absent:** Rosie Bareis, Deline Davis, Jack Drimmer, Rick Kepler, Tony Silveria (Vice President), Pam Sloan

**USTA NorCal Advisory Director:** Frank Haswell

**NorCal Staff Present:** Steve Leube, Executive Director; Jennifer Pitzen, Director of Competitive Play; Richard Rogers, Manager of Operations; Lita Anderson, Manager of Outreach; Allison Vidal, TSR Account Manager; Amy Jensen, Manager of Player Development; Anna Elefant, Manager of Adult Leagues

**Legal Counsel:** Michael Harrison

**Parliamentarian:** David Shapiro

**Guests:** Mark Fairchilds; Suzy Cossette, Chair of the Sanction & Schedule Committee; Andrea Norman, Chair of the Junior Tennis Council (by phone); Nigel Pugh, Chair of the Under 10 Tennis Committee; Mike Dickey, Chair of the Budget & Finance Committee

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**Call to Order:** Michael Cooke, President, called the meeting to order at 6:35 pm, without a quorum. The President introduced the staff and guests. He reiterated the ground rules for the meeting. Mr. Allam read the USTA NorCal mission statement. The President then asked for public comments which there were none.

**Executive Director Report:** Mr. Leube provided an overview of his report, a copy of which was provided in the meeting material. He commented on the overall increase in membership growth figures relative to other sections noting that NorCal is now #4, as well as the various section activities, including league play, junior events, and outreach.

**President Report:** The President provided his report to the Board. In addition to Mr. Leube's comments, he commended on the new slate of directors for the USTA Board. He commented on the Texas challenges to the national slate as well as the status of other national issues.

**Delegate Report:** Mr. Cossette provided a Delegate's report covering current activities. Referring to documents included in the meeting material, he provided an update regarding the regulation

changes proposed at the Semi-annual meeting in New York. He provided an overview of the 2 proposed bylaw changes. He briefly commented on the 2013 section and TSR funding. The President thanked Mr. Cossette, whose Delegate term is ending, for all his hard work.

The President then presented awards to outgoing Board members and then noted that there was a quorum of the Board.

**Approval of Minutes:** The minutes of the August 15, 2012 Board meeting were presented for approval. On motion duly made, seconded, and carried, the minutes of the August 15, 2012 meeting were approved – 7 in favor, 0 opposed, 2 abstentions.

**Junior Council Presentation:** The President called upon Ms. Norman to report to the Board on the NorCal Junior Competition Task Force. Referring to the report included in the meeting material, Ms. Norman began by reviewing the impact of national changes on NorCal. She commented on the survey sent to players as well as the results. She then reviewed the presentation on level-based play into the junior competition structure which is supported by the Task Force. She commented on the need for a rating system which could include the possible rebranding of the player index which is also supported by the Task Force. She commented on related costs and timing factors. She then responded to questions from the directors concerning the survey results and the current adult/junior databases which do not commingle.

The President then called upon Mr. Pugh to discuss the 10 and Under Tennis (“TAUT”) material included in the Committee Decisions of the meeting material. Mr. Pugh reviewed the competitive pathway and player development coach program. He noted that the structures are similar to other programs done nationally and internationally. He responded to questions from the directors concerning the appropriate number of tournaments for each ball color, standings lists, court requirements, draw sizes and the junior team tennis requirement. It was noted that success of the program will be incumbent on teaching pros and education. After additional discussion, on motion duly made by Mr. Kepler and seconded by Mr. Allam, it was proposed that the TAUT Competitive Pathway 2013 as presented in the Committee Decisions handout be approved. Thereafter, upon a vote, the motion was approved – 9 in favor, 0 opposed, 0 abstentions.

**2013 USTA NorCal Budget:** The President called upon Mr. Dickey and Mr. Rogers to present the 2013 NorCal budget. Referring to the Department Operating Plans and financial reports included in the meeting material, Mr. Dickey noted that for the 2013 budget, total revenue was projected to be \$5.589 million with expenses at \$5.134 million. He noted that the Budget Committee is suggesting running at a deficit of \$55,676. Mr. Rogers then briefly reviewed the sectional, department and committee goals. He commented on the lifetime value of new memberships and provided a recap of reserves noting a \$2.3 million projection with \$1.1 million in excess reserves. He noted that management is creating a balanced budget with a decrease in excess reserves to support NorCal programs. After additional discussion, on motion duly made by Mr. Cossette and seconded by Mr. Gill, it was proposed that the Board accept the 2013 NorCal Budget as presented in the meeting material. Thereafter, upon a vote, the motion was approved – 9 in favor, 0 opposed, 0 abstentions.

NorCal staff left the meeting at the conclusion of this presentation.

**2013 Junior Tournament Calendar:** The Chairman called upon Ms. Cossette to present the proposed junior tournament schedule for 2013. Referring the calendar and handout in the meeting material, Ms. Cossette provided an overview of the process for sanction selection and noted that all organizations were sent tournament guidelines. She noted that every organization that applied was granted at least one sanction. She commented on the increase in player participation numbers from 2011 and responded to questions from the directors concerning the proposed schedule. It was suggested that due to the decrease in the number of tournaments, particularly at the Open level, that the players be protected from players playing down and that rules be established concerning this.

Those directors that had a conflict of interest with the junior schedule were excused from the vote. Thereafter, on motion duly made by Ms. Costamagna and seconded by Mr. Coyne, it was proposed that the Board accept the 2013 Junior Tournament Calendar as presented in the meeting material. Thereafter, upon a vote, the motion was approved – 4 in favor, 0 opposed, 0 abstentions.

**Treasurer Report:** The Chairman called upon Mr. Collins to provide a report covering NorCal's financial status. Mr. Collins noted that NorCal was financially sound with a continued improvement on the deficit forecast. He noted that NorCal is currently \$290,000 ahead of plan with net income projected at \$117,000 above plan.

**Committee Decisions:** The President noted that the Committee decisions were provided in the meeting material. The directors briefly discussed some of the changes to the junior tournament rules. The President noted that there was nothing additional to approve from the Committee decisions.

**Old Business:** None.

**New Business:** None.

**Adjournment:** The meeting was adjourned at 8:40 pm.

Respectfully submitted,

Christine Costamagna  
Secretary