

USTA NorCal Board of Directors Meeting Minutes
December 12, 2012
USTA NorCal Office, Alameda, California

USTA NorCal Board of Directors Present: Rosie Bareis, Margie Campbell, Chris Caputo, Gordon Collins (Treasurer), Michael Cooke (President), Suzy Cossette, Christine Costamagna (Secretary), Mike Dickey, Mark Fairchilds, Dana Gill, Paul Kepler, Andrea Norman, Sarah Robinson, Tony Silveria (Vice President)

USTA NorCal Board of Directors Absent: Jim Coyne, Jason Scalese, Pam Sloan (Advisory Director)

USTA NorCal Advisory Director: Frank Haswell

NorCal Staff Present: Steve Leube, Executive Director; Jennifer Pitzen, Director of Competitive Play; Lita Anderson, Manager of Outreach; Anna Elefant, Manager of Adult Leagues

Legal Counsel: Michael Harrison

Parliamentarian: David Shapiro

Guests: Nigel Pugh, Chair of the Under 10 Tennis Committee; William Schoen and Dennis Delee, Northern California Tennis Foundation

Call to Order: Noting the presence of a quorum, Michael Cooke, President, called the meeting to order at 6:30 pm. The President introduced the staff and guests. He reiterated the ground rules for the meeting. Ms. Robinson read the USTA NorCal mission statement. The President then asked for public comments which there were none.

10 and Under Task Force: The President called upon Mr. Pugh to report on the 10 and Under Task Force. Mr. Pugh provided a brief update on the 10 and Under Task Force for the benefit of the new directors. He noted that NorCal was a leader amongst the sections for 10 and Under Tennis. He concluded by noting NorCal won its first Pacific Cup title in Portland. Ms. Norman commented on the national policy changes for red, orange and green ball events and that NorCal is in line with National.

Election of Officers: The President called for nominations for the office of Secretary. Ms. Costamagna was the only nomination. Upon motion duly made, seconded and carried, the Board unanimously approved the appointment of Ms. Costamagna as Secretary.

The President called for nominations for the office of Vice President. Mr. Dickey was the only nomination. Upon motion duly made, seconded and carried, the Board unanimously approved the appointment of Mr. Dickey as Vice President.

The President called for nominations for the office of Treasurer. Mr. Collins was the only nomination. Upon motion duly made, seconded and carried, the Board unanimously approved the appointment of Mr. Collins as Treasurer.

The President called for nominations for the Delegate position. Mr. Silveria was the only nomination. Upon motion duly made, seconded and carried, the Board unanimously approved the appointment of Mr. Silveria as Delegate.

The Board took a brief break for pictures and then reconvened the meeting. Mr. Pugh left the meeting and Ms. Anderson joined.

Approval of Minutes: The minutes of the October 17, 2012 Board meeting were presented for approval. On motion duly made, seconded, and carried, the minutes of the October 17, 2012 meeting were unanimously approved.

NorCal Foundation Report: The President called upon Mr. Schoen to provide a report on the Northern California Tennis Foundation. Mr. Schoen began by providing an overview of his group and the process and reviewed the scholarship and grant fundings to date. He noted that most grants are for equipment and that many recipients have applied for secondary requests. He commented on the difficulties of approving junior grants and requested assistance from the Board on grant guidelines. Ms. Norman provided a brief overview of the junior performance awards which award funds for travel to USTA National Championships based on achievement. Mr. Schoen noted that \$100,000 in grants will be funded in 2012. In response to questions from the directors, he commented on the percentage of grant approvals. He concluded by suggesting the Committee needs representation from the South Bay and East Bay.

Mr. Schoen, Mr. Delee and Ms. Anderson left at the conclusion of this presentation.

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 #5, as well as the various section activities, including league play, junior events (specifically play days), and outreach. Mr. Leube and the Board discussed the reasons why the membership numbers for adults and juniors fell short of goals and it was noted there needs to be a focus on retention. They also discussed growth trends at the National level. Mr. Kepler suggested ways to increase Jr. Team Tennis number, including the establishment of a volunteer network, and the President requested that he prepare a proposal. Ms. Norman asked and received clarification that any proposal related to Jr. Team Tennis should first be presented to the appropriate committee for consideration.

President Report: The President provided his report to the Board. In addition to Mr. Leube's comments, he commented on work with various NorCal committees over the past month concerning, among other things, the review of the Standards of Good Governance by the Constitution and Rules

Committee, and the creation of a new IT Committee to help coordinate USTA NorCal needs for data and assistance with future programs.

The President then reviewed the NorCal members who were appointed to National committees:

- Adult and Senior Competition: Steve Cornell and Christine Costamagna
- Awards : Linda Peltz
- Collegiate Varsity: Peter Wright
- Constitution and Rules: Andrea Norman
- Diversity and Inclusion: Pam Sloan as Vice-Chair; Caretha Coleman; Steve Leube – liaison
- Jr. Team Tennis: Nigel Pugh; Steve Leube – liaison
- Junior Competition and Sportsmanship Committee: Andrea Norman, Chair
- Leagues Committee: Dale Russell
- Membership Committee: Bill Schoen
- NJTL and Higher Education Committee: Dave Higaki
- Nominating Committee: Paul Goldstein
- Sports Science Committee: Eric Wilson
- Technical Committee: Karl Hendrick

The President briefly reviewed National's top and low priorities and discussed the proposed USTA Regulation changes involving the pause in the 2013 National Junior Tournament Schedule changes as well as the changes for junior tennis using red, orange and green balls. Ms. Norman provided a brief historical overview of Junior Tournament Schedule and the reasons for changes and the pause. In response to questions from the directors, she commented on the philosophy behind the changes noting specifically earned advancement, competitive pathways, renewed importance on sectional play and increased emphasis on team competition.

Inside Tennis/Tennis Magazine: The President called upon Mr. Silveria to provide an update regarding Inside Tennis. Referring to a document entitled "USTA NorCal – Inside Tennis 2013 Agreement" (the "Agreement"), Mr. Silveria began by providing a brief overview of the relationship with Inside Tennis as well as the negotiations. He reviewed the key items within the Agreement, including the number of issues, advertising and cost and that he was asking the Board to approve the major provisions of the Agreement. He also noted that the Agreement is being brought to the Board for review and approval as it for longer than a year and for over \$10,000 per year. After discussion, on motion duly made by Mr. Kepler and seconded by Ms. Costamagna, the Board accepted the terms of the Agreement in substantially the form presented to the Board subject to final review and approval by Legal counsel by a vote of 12 in favor, 0 opposed and 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 \$200,000 ahead of plan. In response to questions from the directors, Mr. Dickey briefly commented on staff compensation and bonus structure.

Committee Decisions: The President noted that the Committee decisions were provided in the meeting material. After a review by the Board, the President noted that there was nothing additional to approve from the Committee decisions. It was requested that when a challenge is made to any Committee decision that the respective Committee chair be notified so that collaborative efforts can be made to resolve challenges.

Unfinished Business: None.

New Business: Ms. Norman noted that Hadley Berg won the USTA National Bill Talbert Sportsmanship Award that will be presented at the 2013 International Hall of Fame induction ceremony in July.

Adjournment: The meeting was adjourned at 8:30 pm.

Respectfully submitted,

Christine Costamagna
Secretary