

**MINUTES  
OF THE MEETING OF  
THE BOARD OF DIRECTORS OF  
UNITED STATES TENNIS ASSOCIATION INCORPORATED**

**TELECONFERENCE**

**NOVEMBER 20, 2023**

**PRESENT:** Brian Hainline, Chairman of the Board, Brian Vahaly, First Vice President, Laura F. Canfield, Vice President, Kathleen Francis, Vice President, J. Christopher Lewis, Secretary-Treasurer, Jeffrey M. Baill, Violet Clark, William McGugin, Emily S. Schaefer, Bobby Sharma, Liezel H. Huber, Vania King, Megan Moulton-Levy, Directors at Large, and Michael J. McNulty, Immediate Past President.

**ALSO PRESENT:** Lew Sherr, Chief Executive Officer and Executive Director, Andrea S. Hirsch, Chief Operating Officer and General Counsel, Ed Neppel, Chief Financial Officer, Staciellen Stevenson Mischel, Deputy General Counsel, Craig Morris, Chief Executive, Community Tennis, Rachel Booth, Senior Counsel, Managing Director Tennis Integrity, and Nellie Nevarez, Administrative Director, Office of the President.

**ABSENT:** Maggie Chan Jones, Director at Large.

1. **Welcome & Opening Remarks.** Hainline called the meeting to order at 1:00 p.m. (EST) on Monday, November 20, 2023. A roll call was taken and a quorum certified.

2. **Call Item Update.** Hainline updated the Board on the work of a working group appointed at the August 31<sup>st</sup> Board meeting. The task force, which was led by Laura Canfield and Don Paitrick was tasked with i) understanding the implications of proposed amendments to USTA regulations 1.B and IV.F as put forth by the USTA Mid-Atlantic Foundation and, ii) shepherding a review process for revisions to the proposed Amendments through all relevant stakeholders so as to hold a special meeting to vote on these call items no later than December 15, 2023.

With respect to Call Item 1.B, Hainline acknowledged that while not ideal the amendment is necessary to the operation of tournaments in certain locations. Canfield concurred, and conveyed the disappointment of the various impacted committees, especially the Officials Committee in not being consulted during the original drafting and vetting process. Canfield explained the revised amendments proposed by Mid-Atlantic are more palatable as they address some of the committees concerns, and that leadership acknowledges the compromise the revised R1 amendment represents. She noted that the revision process provided all affected committees an opportunity for input and was thus fair in that regard. Canfield reviewed concerns for potential inconsistencies with respect to tournament operations in different jurisdictions, and the challenges the revised regulation will present for Level 3 and Level 4 tournaments. She advised there are no committee or Section concerns regarding R2 as revised.

Discussion ensued as to Safe Play requirements for non-certified officials, the need for subject matter experts to comment on draft amendments earlier in the process, and expectations for the vote.

Hirsch spoke to the tremendous amount of work that went into the review process undertaken following the 2023 Semiannual Meeting, and the care taken to make sure all parties were heard. She requested the Board take a straw vote to inform the Past Presidents, Presidential Appointees, and the Sections of the Board's position on the Call Items. Upon such straw vote, no opposition was declared to the proposed R1 and R2 revisions as submitted.

**Upon motion made by Bail and seconded, the Board convoked a special meeting of the Executive Council for December 15<sup>th</sup>.**

(Mischel and Morris departed the meeting.)

3. **Letter to the USTA Family on the Events in the Middle East.** Hainline described feedback he and the USTA received for not making a statement about the current crisis in the Middle East. Hainline opined that communities throughout the United States are feeling the effects of the Israel-Hamas war and the rise in Antisemitism and Islamophobia on college campuses, and opined that the USTA should issue a statement that would not be perceived as criticism but instead express empathy for those suffering and to stress sport as a safe and accepting environment for all. Hainline referred to a draft of a proposed letter to the USTA Family for Board discussion.

Sherr informed the Board that a message had been sent to USTA National staff at the start of the Israel-Hamas war. He advised that the Diversity, Equity & Inclusion Department is recommending that additional steps be taken by the USTA. Sherr noted DEI is scheduling an interactive webinar with Interfaith America to discuss religious diversity at work and principles for handling challenges. The webinar will be open to all USTA National, Section and District Staff and Volunteers.

Discussion ensued regarding the letter and the need to strike a balance between empathy and compassion for all affected communities while avoiding politicization.

The Board reached consensus to send the letter to the USTA Family, subject to additional editorial review by Hainline, Clark, Francis, Hirsch, and Grimes.

The meeting concluded at 2:00 p.m. (EST) on Monday, November 20, 2023.

Respectfully Submitted,



J. Christopher Lewis  
Secretary-Treasurer