

**10/19/2005**

USTA Northern California Board of Directors  
Minutes of Meeting of October 19, 2005

At ClubSport Fremont

Attendees: Don Jacobus, John Frank, Jack Drimmer, Bill Schoen, Phillip Stromer, Gary Lee, Jean Hassoun, Bill Hansen, Mark Manning, Patrick King, Andrea Norman, Terry Cossette, Paul Kepler, Fred Tierney, Sandi Kaney, Betty Cookson, Rosie Bareis, Marjorie Peterman, Dave Sperry, Brian Cory (board members), Bruce Hunt, executive director, Dale Evans, parliamentarian, and Jim Coyne, Reno Davenport, Alvin Hom, Bob Manalo, and Valena Williams, Jr. (guests).

Regular meeting of Board called at 6:36 pm by Vice President Marjorie Peterman. President Dwight Johnson was ill and could not attend the meeting.

Mark Manning moved and Phil Stromer seconded that the agenda be changed so that the ERC proposal be moved from committee reports to the Action items.

11 – 0 in favor of adding the item to the agenda.

Minutes were approved as amended 12 – 0.

Treasurer's report by Jack Drimmer. It appears like we will have a projected \$110,000 surplus over expected expenses.

Budget committee finished their meetings and completed budget will be given to the board to vote on November 5.

Committee Decisions

Revised the wording on item number 8 of the election committee rules. "When conflicting instructions are given on specific individual proxies by a member organization, that cannot be resolved by the Election Committee, the proxy is invalid."

Revised number 14.

Paul Kepler moved and Jean Hassoun seconded to eliminate the word "or staff" from the first sentence of item 14 of the Election Committee Rules – 2005.

10 – 1 passed

Paul Kepler moved and Jean Hassoun seconded that the second sentence of item 14 be removed. Passed 15 – 0.

Bruce Hunt will let board know what the times are for the Annual meeting, Board meeting and the Diversity Forum which will all be held on November 5, 2005.

Action Item A has been withdrawn.

New Action item presented by Patrick King.

Mark Manning moved that we should go into Executive Session. Seconded by Phil Stromer.

Motion was withdrawn.

Sandy Kaney moved and Mark Manning seconded that we approve ERC actions 1 (NorCal Executive Director Job Description), 2, (NorCal Section Key Performance Indicators) (KPI'S) and 3, (NorCal Program 2006 Goals) of the action item.

Rosie Bareis called question. 17 – 0 passed.

Vote was 16 – 1 in favor and motion passes.

ERC action #4. Tennis Service Representative Personnel Recommendation Plan

Mark Manning moved that Board go into Executive Session and motion seconded by Paul Kepler.

7 for, 9 against, so the motion failed.

Patrick King moved that the Board accept the ERC proposal for TSR. Fred Tierney seconded the motion.

Phillip Stromer moved to call the question. Passed 12 –5.

Vote on motion - 7 for, 11 against - motion defeated

Jean Hassoun moved that we go line by line on the two proposals (ERC and Executive Director), Dave Sperry seconded.

Jean Hassoun moved to add “a discussion on how to spend the TSR money” to the agenda. Sandy seconded. 13 for, 6 against.

Betty Cookson moved to accept the executive director’s TSR plan. Andrea Norman seconded.

Andrea Norman moved to amend the motion to remove the ED’s Excess Revenue Sharing Plan and remove line 2 and change line 3 to one person who would be a sales person. Fred Tierney seconded. Rosie Bareis moved to call the question on the amendment. 17 – 0.

8 for, 9 against. Amendment fails.

Dave Sperry moved and Fred Tierney seconded to amend the motion so that we are only voting on lines one and four.

Mark Manning called the question. 18 – 1. Question called.

Vote on amendment - 15 for and 2 against. Amendment passes.

Vote on motion to accept lines 1 and 4. 18 – 0.

Jack Drimmer moved that we take \$30,000 from the TSR money to put into a bonus pool to award staff based upon on their performance goals developed and passed today.

Patrick King seconded

Sandy Kaney voted to call the question. 15 – 0.

7 for, 8 against. Motion failed.

Jean Hassoun moved to go line by line and to accept lines 5, 6 and 7. Sandi Kaney seconded.

Betty Cookson moved to call the question. Vote was 14 –0 to call the question.

10 to 8. Motion passes.

Andrea Norman move that we hire one person as a Tennis Service Representative who would focus on building membership through programs. Fred Tierney seconded.

Rosie Bareis called question. Passed 14 – 0

9 for, 7 against. Motion passed.

Moved to go to executive session at 10:52.

Andrea Norman moved to accept the minutes of the Executive Session meeting of Sept. 21, 2005. Jean Hassoun seconded the motion. Unanimous vote.

Fred Tierney moved to come out of executive session, Jean Hassoun seconded.

Moved to go back to regular meeting at 10:55.

Fred Tierney moved to adjourn and Jean Hassoun seconded and unanimous to adjourn at 10:57.

Submitted by Bill Schoen, Secretary

#### BOARD OF DIRECTORS’ MEETING AGENDA

Wednesday, October 19, 2005

ClubSport Fremont

46650 Landing Parkway

Fremont, CA 94538

Directions: Driving South on 880, take the Mission Blvd/Warren Ave Exit.

Continue on W. Warren and turn right on Landing Pkwy.

Driving North on 880, take the Gateway Blvd Exit. Continue on Gateway Blvd and turn right on Bayside Pkwy. Bayside turns into Landing Pkwy

- I. Food and Beverage—6 PM
- II. Call to Order—6:30 PM
- III. Introduction of Guests—Karen Leischer, Sharon Smith-Mauney
- IV. Public Comments-10 minutes, 2 minutes per speaker
- V. Approval of Minutes
- VI. Treasurer's Report
  - A. Monthly Financial Statements (Green)
  - B. Monthly Grants (Red)
  - C. 2006 Budget Preview and 2005 Requests (Purple)
- VII. Committee Decisions/Reports (Yellow)
  - A. Employee Relations Committee Actions
    - 1. USTA NorCal Executive Director Job Description
    - 2. USTA NorCal Section Key Performance Indicators (KPI's)
    - 3. USTA NorCal Program 2006 Goals
    - 4. TSR Money Personnel Recommendation Plan
- VIII. Executive Committee Activities
- IX. Action Items (Blue)
  - A. Strategic Partnership Funding Proposal
- X. President's Report
- XI. Delegate's Report
- XII. Executive Director's Report
- XIII. Old Business
- XIV. New Business
- XV. Adjournment of Meeting

Next Regular Meeting: Sat., Nov. 5 at the Grandview Pavilion, 3 PM  
300 Island Drive, Alameda, 94502, 510-865-5322  
Mission: To Promote and Develop the Growth of Tennis  
Vision: 30 Million Tennis Players by 2010

Action Item Submission Form  
October 2005 A

Presenter(s): Betty Cookson, John Frank, Gary Lee, Patrick King, Dave Sperry, and Fred Tierney

Statement of Action Item: Allocate \$3000 for the Strategic Partnership Committee for the balance of 2005.

Rationale for Action:

The mission of the Strategic Partnership Committee is to explore opportunities for strategic partnerships. During the last 12 months, we have met with many individuals throughout Northern California. The purpose of these meetings is to explore opportunities to create partnerships and alliances that lead to increased participation and membership in USTA Norcal.

During the past year, the Strategic Partnership Committee has:

- \*Assisted in getting a new court for the Gilroy Tennis Club at Gilroy High School
- \*Assisted in getting new courts for Las Animas Veterans Park in Gilroy
- \*Introduced the concept of portable nets for K - 8 grades throughout the entire Gilroy School District. The concept was well received.
- \*Assisted the Gilroy Tennis Club with their dialogue with the city to obtain a location for a new tennis center
- \*Worked with Gordon Collins (Courtside), Mark Roberts (Courtside), and Bill Jacobson (San Jose Smash) in publicizing Sharon Clark (a member of the US Para-Olympics tennis team) in order to raise awareness of wheelchair tennis
- \*Facilitated the Boys and Girls Club of Seaside in obtaining a donation for equipment (portable nets) to help them increase participation in tennis programs
- \*Received an invitation to the Boys and Girls Club Western Regional Meeting because of our work with leaders at the Boys and Girls Club

of Seaside. Our mission will be to increase the awareness of tennis and increase tennis participation at Boys and Girls Clubs.

\*Connected Chris Horne, General Manager of the Tiburon Peninsula Tennis Club, with the committee working to resurface courts at Petaluma High School

\*Worked with Bob Kaliski, owner of Harbor Point Racquet Club, to publicize their upcoming charitable event with Rosie Casals and Martina Navratilova

\*Broadened the number of new schools/programs participating in the SAP Open Kids Day (We arranged for 170 youth: 105 Hispanic, 40 African American, and 25 Vietnamese to attend the day.)

\*Facilitated the introduction of an in-service and after-school program at McKinley school in San Jose (600 youth attended, of which 98% were Hispanic)

\*Developed relationships with key San Jose city officials to facilitate the introduction of tennis via the San Jose Parks and Recreation department and various school programs

\*Developed working relationships with Vietnamese Police Officers Association

\*Developed working relationships with Hispanic Police Officers Association for State of California (PAL)

\*Hosted the Vietnamese Police Officers Association to the SAP Open and Bank of the West tournaments

\*Hosted the Hispanic Police Officers Association for California to the SAP Open

\*Gained greater recognition of tennis in San Jose by getting a San Jose city councilman to participate in the Hall of Fame Induction Ceremony

\*Developed a relationship with African American church leaders in an effort to promote greater African American participation in tennis in the section (Status is ongoing and we hope to make an announcement of church leadership endorsement very soon)

\*Facilitated discussions to be advocates for tennis in city planning for the cities of Gilroy and San Jose

\*Introduced to key San Jose city officials the concept of locating USTA Norcal headquarters in San Jose

\*Discussed with key San Jose State officials the feasibility of having the USTA Norcal headquarters at San Jose State University

In conclusion, the Strategic Partnership Committee has accomplished the above with limited or no financial support. With a modest budget, we believe more results will occur. We are asking for \$3000 for the remainder of 2005 and will be applying for \$6000 for 2006 to continue these efforts.

Fiscal Impact: \$3000 for 2005

Staff Comments: None