

2/16/2005

USTA Northern California Board of Directors
Minutes of Meeting of February 16, 2005
ClubSport Fremont

Attendees: Kim Fuller, Dave Sperry, Andrea Norman, Sandi Kaney, Fred Tierney, Terry Cossette, Don Jacobus, Brian Cory, John Frank, Jack Drimmer, Dale Evans, Dwight Johnson, Bruce Hunt, Margie Peterman, Bill Schoen, Paul Kepler, Rosie Bareis, Randy Becker, Betty Cookson, Gary Lee, Bill Hansen, Deb Peterson, Jean Hassoun, Phil Stromer, Mark Manning (board members) and Pam Sloan & Mike Dickey (guests).

Minutes of the meeting of January 2005 were approved by the Board. Moved by Betty Cookson and seconded by Don Jacobus.

President's report

Big Bold Bash, (very favorable comments on the event from board members who commented on it), Senior's Awards Celebration, (Betty Cookson told of the event at the San Mateo Elks Club – enjoyable for all)

SAP Open, (At the event, Dwight met with Latino Group, anonymous tennis donor who wants to donate \$500,000 to the city of Gilroy for a tennis center,) (Andrea commented on a group of Title one kids who were sponsored to go to the event),

Tet Festival, (good introduction to the kids program – Juan Tran, head of peace officers association, we could introduce tennis in 20 schools in San Jose),

African American and Ethnic Hall of Fame Banquet, (Attended by Dwight, met individual who is head of tourism for SF.) Attending by Rosie Casals, John Carlos, Dusty Baker and other African American sports stars),

Leadership Meeting (comments by Bruce on the offensive statements by certain individuals at the USTA leadership conference) – the people were questioning how individuals were to be selected for multicultural participation and disagreed with the concept that diversity and multicultural are criteria that are part of the committee selection process. Ethnic diversity was one of the criteria.

Delegate's report

John Frank passed out a summary of the Call items which will be brought up at the annual meeting. These items will be discussed at the March meeting of the board.

Pro Circuit committee discussion also by John Frank. Talked about the 14 million spent on tournaments for young American pros so that they can move up to the US Opens. Need Americans to be in the semis or finals of US Open in order for the event to continue to be a success.

Executive Director's Report

Racquets and ball donated to each one of the directors to help grow the game.

Over \$3900 earned at SAP fast serve booth.

Sandy asked about why we are down in junior tournaments. Bruce said he was unable to answer with only one month of data. He would follow up with more information later.

Jack asked about fundraising this year. Bruce said have received \$5,000 from Olympic club and another \$20,000 commitment to match \$20,000 for court resurfacing in Monterey area. Another \$10,000 from another foundation also.

Discussion of a retreat/leadership meeting to be held on April 2 at Fremont. Advise Dwight by Friday, Feb. 18. Suggestion to have the retreat at some other than place than Fremont.

Treasurer's report – Jack Drimmer

Following same forms and procedures that were installed by Terry Cossette last year.

Discussion of why league fees were up from 2005. Variance is difficult to quantify with only one month of data although fees were increased from \$17 to \$18 for leagues.

Committee Decisions

Andrea had a question on Adult Tournament Committee allowing 25% of entrants in each limited draw in a tournament to be selected by the local tournament committee. Effective date of this resolution is 2005 and it was supposed to be for each individual draw according to Brian Cory.

Report on Constitutional and Rules committee. They are making conforming and stylistic changes to the bylaws.

Action Items

February A – Modify section’s current approach to TPI.
Item is withdrawn by presenters.

February B – Require the ED to present his/her plans for Promoting and Developing the Growth of Tennis to the Board annually at its January Meeting. (Feb - March in 2005.)

The plan should include:

1. Specific actions to be taken by the ED and/or his/her staff to grow tennis in Northern California with quantifiable targets related to each action.
2. Amount of money necessary to successfully execute each action including amount already approved in the annual budget.
3. Method by which the Board can assess the success and/or failure of the ED’s plan on an annual basis.

Paul moved that above be approved. Seconded by Jean Hassoun.

Fred moved to amend the motion to Require the ED to present his/her plans, “committee plans & board directives & how he/she would monitor and implement these objectives” for Promoting and Developing the Growth of Tennis to the Board annually at its January Meeting. (“March – April in 2005.”)

Don seconded the amendment which is set out in “quotes” above.

Amendment passed 20-0.

Question was called 14-6.

Vote on motion 14-3. So motion passed.

February C

Any person who communicates a threat to staff or USTA NorCal volunteers working on USTA NorCal business will be subject to a USA League Sportsmanship Grievance or a USTA NorCal Sportsmanship Grievance. Should there be evidence of a written threat the Executive Director will direct the appropriate staff member to file the grievance. If a volunteer or staff member states that this was done verbally, the Executive Director will review the situation and decide whether to direct the appropriate staff member to file a grievance.

Fred moved the above action item and Don made the second.

Gary moved to remove the example from the action item. Amendment accepted by maker.

Question called 14-3

Vote on action item. 5-9. Action item defeated.

Voted to go into executive session. 16-2.

Return from executive session about 10:50pm

The action item from the Executive Session was defeated, 8 ayes and 10 nays.

Betty moved. Fred seconded.

Motion to adjourn. Passed

BOARD OF DIRECTORS’ MEETING AGENDA

Wednesday, February 16, 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

- IV. Public Comments-10 minutes, 2 minutes per speaker
- V. Approval of Minutes
- VI. Executive Committee Activities
- VII. President's Report
- VIII. Executive Director's Report
- IX. Treasurer's Report
 - A. Monthly Financial Statements (Green)
 - B. Monthly Grants (Red)
- X. Committee Decisions/Reports (Yellow)
- XI. Action Items (Blue)
 - A. Modification of How to Use TPI in Our Section
 - B. Require Executive Director to Present Annual Growth Plan
 - C. Grievance Procedure for Threats to Staff or Volunteers
- XII. Old Business
- XIII. New Business
- XIV. Executive Session
- XV. Adjournment of Meeting

Next Regular Meeting: Wed., Mar. 9 at ClubSport Fremont

Mission: To Promote and Develop the Growth of Tennis
Vision: 30 Million Tennis Players by 2010

Action item submitted by Paul Kepler, Rosie Bareis and Brian Cory

Action Item-February A

To modify the Section's current approach to TPI as follows:

1. Each USTA Member Organization may choose whether it wants its members to be included in TPI or not.
2. Each USTA individual member may choose whether he/she wants to be include in TPI or not (regardless of his/her participation in USA League Tennis).
3. Each USTA Member Organization that chooses to be included in TPI may also chose to limit the information to which its members or any other USTA or non-USTA members have access including e-mail addresses (blind or non-blind), phone numbers, TPI ratings, match history, etc.

Rationale

To provide a voluntary approach to TPI that will foster greater acceptance by USTA Member Organizations and greater usage for non-USA League applications.

Fiscal Impact

Minimal

Staff Comment

The customization of the display screens may require technology staff hours that are hard to estimate until we know the specific requests from the organization members.

Action Item submitted by Paul Kepler, Rosie Bareis and Margie Peterman.

Action Item-February B

To require the Executive Director to present his/her plans for Promoting and Developing the Growth of Tennis to the Board annually at its January meeting (February or March in 2005).

The plan should include:

1. Specific actions to be taken by the ED and/or his/her staff to grow tennis in Northern California with quantifiable targets related to each action.
2. Amount of money necessary to successfully execute each action including amount already approved in

the annual budget.

3. Method by which the Board can assess the success and/or failure of the ED's plan on an annual basis.

Rational

Standard practice in most well run organizations

Fiscal Impact

Varies Annually

Staff Comment

It would be appropriate to have Key Performance Indicators (KPI's) that flow from the Strategic Plan and the annual budget. The Strategic Plan and the annual budget involve volunteer and staff participation. The achievement of the KPI's requires volunteer and staff participation, too.
February 2005 C

Presenter(s): Dwight Johnson, President

Statement of Action Item: Any person who communicates a threat to staff or USTA NorCal volunteers working on USTA NorCal business will be subject to a USA League Sportsmanship Grievance or a USTA NorCal Sportsmanship Grievance. Should there be evidence of a written threat the Executive Director will direct the appropriate staff member to file the grievance. If a volunteer or staff member states that this was done verbally, the Executive Director will review the situation and decide whether to direct the appropriate staff member to file a grievance.

Rationale for Action: No member of the staff or a volunteer working on USTA NorCal business should ever be threatened.

Fiscal Impact: Undetermined amount of staff time to complete any review.

Staff Comments: None