

USTA NorCal Board of Directors Meeting Minutes
December 14, 2011
USTA NorCal office, Alameda, California

USTA NorCal Board of Directors Present: Paul Allam, Rosie Bareis, Christine Costamagna, Gordon Collins, Michael Cooke, Terry Cossette, Jim Coyne, Deline Davis, Jack Drimmer, Hunter Gallaway, Jean Hassoun, Paul Kepler, Rick Kepler, Tony Silveria

USTA NorCal Immediate Past President Present: Marjorie Peterman

USTA NorCal Board of Directors Absent: Dana Gill

USTA NorCal Advisory Director: Pam Sloan

NorCal Staff Present: Steve Leube, Executive Director; Anna Elephant, Manager of Adult Leagues; Kate Walker, Director of Human Resources; Kris Krzan, Marketing and Membership

Legal Counsel and Parliamentarian: Michael Harrison

Guests Present: Frank Haswell

Noting the presence of a quorum, Michael Cooke, President, called the meeting to order at 6:30 pm. Mr. Silveira read the USTA NorCal mission statement.

Approval of Minutes: The minutes of the October 19, 2011 Board Meeting were presented for approval. On motion made, duly seconded, and carried, the minutes of the October 19, 2011 meeting were approved. The minutes of the November 12, 2011 Board Meeting were presented for approval. On motion made, duly seconded, and carried, the minutes of the November 12, 2011 meeting were approved.

HR Report: The President introduced the guests and noted the upcoming retirements of Marian Thompson and Sara Robinson. Ms. Walker then provided a staffing overview which included a discussion staff levels and alignment and she responded to questions from the directors. Ms. Walker left the meeting at the conclusion of her report.

The Board took a brief break for pictures.

Election of Officers: The President called for nominations for the office of President. Mr. Cooke was the only nomination. Upon motion made by Mr. Drimmer and seconded by Mr. Collins, the Board approved the appointment – 8 in favor, 2 opposed, 1 abstention.

The President called for nominations for the office of Vice President. Mr. Silveira was the only nomination. Upon motion made by Mr. P. Kepler and seconded by Mr. Collins, the Board approved the appointment – 8 in favor, 3 opposed, 0 abstentions.

The President called for nominations for the office of Secretary. Ms. Costamagna was the only nomination. Upon motion made by Mr. P. Kepler and seconded by Mr. Silveria, the Board approved the appointment – 8 in favor, 1 opposed, 2 abstentions.

The President called for nominations for the office of Treasurer. Mr. Collins was the only nomination. Upon motion made by Mr. Silveira and seconded by Mr. R. Kepler, the Board approved the appointment – 8 in favor, 2 opposed, 2 abstentions.

It was noted that Mr. Cossette is the Delegate and is in the 2nd year of his 2 year term.

Mr. Harrison provided a bylaw clarification regarding the appointment of President versus President-elect and the appointment of a Vice President.

Election of Replacement Director: The President called for nominations for the director vacancy created when Tom Schmierer resigned. Ms. Sloan was the only nomination. Upon motion made by Mr. Cossette and seconded by Mr. Collins, the Board approved the appointment – 13 in favor, 0 opposed, 0 abstentions.

The directors discussed the appointment of a Parliamentarian. After discussion, on motion made by Mr. Hassoun and seconded Ms. Sloan, the Board approved hiring a Parliamentarian – 9 in favor, 3 opposed, 0 abstentions.

The President concluded by appointing Mr. Haswell as an Advisory Director.

Executive Director Report: Mr. Leube provided an overview of his report, a copy of which was provided in the Board material. Discussion ensued concerning the Board's involvement in Town Hall meetings and 10&under memberships.

President's Report: The President provided an overview of his report, a copy of which was provided in the Board material. He discussed membership levels and 10&under challenges. The Board discussed receiving membership statistics for 10&under memberships, grants for foundations, welcome information for new member organizations, marketing material for member organizations, and the definition of "permanent courts" and vote allocations.

Delegate Report: Mr. Cossette provided a Delegate's report covering current activities at USTA National. He focused on issues highlighted at the December USTA meeting, specifically the heat rule index and the league restructuring for 2013.

Treasurer Report: The President provided a brief report covering USTA NorCal's financial status, and reviewed financial reports in the Board material. He noted that USTA NorCal was financially sound. Mr. Collins reported that Mr. Dickey will continue to assist with the financials.

Committee Decisions: The President referred the directors to Committee decisions that had been made since last report was issued as of October 13, 2011. There was a clarification request regarding the Adult Tournament Committee decision made on December 2, 2011 concerning NTRP ratings. There was a correction to the Junior Tennis Council request for the year-end masters series – the expense should be \$3,875.00 rather than \$3,235.

There was also discussion surrounding Mr. Leube's report regarding the development of new standards for officials in 2012. It was noted that the standards are to reiterate existing rules and requirements and that if there are any substantive changes, they would be brought before the Board for approval.

Additional discussions ensued concerning 8&under tournaments, elimination of ranking for 10&under tournaments, the sanctioning process for 8/10&under tournaments (particularly during the first few months of 2012) and the Sanction & Scheduling Committee's need for additional information prior to sanctioning, the format to be sanctioned, the marketing efforts surrounding 10&under tournaments, and the combining of adult and junior tournament rules where possible.

Old Business: None.

New Business: The President noted a request by the Junior Tennis Council to run a year-end masters series at a cost of \$3,875. After discussion, on motion made by Mr. Silveira and seconded by Mr. P. Kepler, the Board approved the expense – 11 in favor, 3 opposed, 0 abstentions.

All of the guests were excused.

Executive Session: The Board convened an Executive Session.

New Business (continued): After the Executive Session, the Board meeting continued with an extensive discussion concerning the reduction in the number of junior tournaments for 2012 and the sanction approval process. After discussion, on motion made by Ms. Bareis, seconded by Ms. Deline, and clarified and restated by Ms. Peterman, the Board agreed to rescind the Executive Committee decision approved in May 2011 concerning item #2 entitled "Sanction Approvals Made by Sanction & Schedule Committee, Subject to Appeal to Board" and to now require the Sanction & Scheduling Committee to submit all meeting minutes and decisions to the Board going forward for consideration and action – 12 in favor, 0 opposed, 1 abstention.

Adjournment: The meeting was adjourned at 9:30 pm.

Respectfully submitted,
Christine Costamagna
Secretary-elect, USTA NorCal Board of Directors