

**Amended Minutes of the USTA NorCal Board of Directors
Meeting Wednesday, April 20, 2016
USTA NorCal Office - Alameda, California**

Directors Present: Rosie Bareis, Margie Campbell, Gordon Collins, Suzy Cossette, Christine Costamagna, Mike Dickey, Dale Evans, Mark Fairchilds, Alvin Hom, Andrea Norman, Linda Peltz, Sarah Robinson, Jason Scalese, Pam Sloan, and Jack Walker

Directors Absent: Tyler Nii

Delegate Present: Michael Cooke

Legal Counsel Present: Les Hausrath

Staff Present: Steve Leube

Advisory Directors Present: Larry Olmsted

Call to Order: President Margie Campbell called the April meeting of the USTA Northern California Board of Directors to order at 6:34 P.M. She thanked everyone for attending the meeting.

Introduction of Guests: No guests were present.

Reading of the USTA NorCal Mission Statement: Suzy Cossette joyfully read the mission statement.

Minutes: On page 4 of the February 17, 2016, minutes, it should read "Category III" rather than "Category I". It was moved and seconded to approve the minutes as corrected. The motion carried unanimously.

Executive Director's Report: Executive Director, Steve Leube, indicated that for the first quarter of the year, NorCal has moved up to being number five in membership statistics. We missed being number four by four members. NorCal won the Maze Cup

which was held at Alpine Hills. He stated that the NorCal Maze team was a terrific group of competitors, and that they fought hard to win by two games. He was very proud of the team and their excellent sportsmanship. He thanked Margie and Bill Campbell, Andrea Norman, and Suzy Cossette for their support and assistance during the Maze Cup. Combo Sectionals was rescheduled for the second time and was held in Fresno. Mr. Leube commended the League staff and the volunteers for making the Sectionals a great event. Mr. Leube attended the USTA Annual Meeting in Carlsbad, California, in March 2016. He indicated that a partnership has developed with POP tennis (which uses a 19" and/or a 21" racquet as well as the ROG balls). He also indicated that the Pickleball Association does not want to work with USTA. There was a great deal of discussion at the Annual Meeting regarding Governance, and he felt that the discussions were productive. JTT will start using NTRP rankings. Mr. Leube thanked Jack Walker for captaining the NorCal team to a third place victory in the Sectional Shoot Out. Mr. Leube also attended the Latino Equity Summit in Sacramento and reported that there is a low percentage of Hispanics who go to college and an even lower percentage who graduate from college. While in Sacramento he met with the State Senators regarding after school programs. Regarding the Staff at NorCal, Mr. Leube stated that there have been several staff changes: three TSRs have resigned; the Human Resource person has assumed the title of Operations Manager which leaves her position open; there is a new JTT coordinator (Christine Samuels); Beth Workeneh will be the new schools NJTL coordinator; the marketing assistant's position is open. The staff is looking for new challenges. Mr. Leube responded to a question and stated that he is not comfortable about the staff diversity and feels there is room for improvement. Ms. Bareis commented on the fact that our Juniors are not doing as well as they could/should be doing. Mr. Leube felt that the status of Juniors will be fine in a few years.

President's Report: President Margie Campbell reported that overall there is a .3% increase in total tennis players for 2015 , including 2.07 million new players; 9.2% were returning players,

which was an increase over 2014; youth participation showed a slight decline; cardio tennis grew 12.6% in 2015; there was a 12.2% increase in Hispanic participation. Ms. Campbell thanked Suzy and Terry Cossette, Gordon Collins, Andrea Norman, and Steve Leube for their help with the Maze Cup. The Maze Cup participants were enthusiastic, and the competition was very exciting with NorCal coming from behind to win the Cup. Ms. Campbell attended the Positive Coaching Alliance Dinner which was strong on Inclusion and Sportsmanship, especially when parents are involved. Billie Jean King received a Lifetime Achievement Award, and the honored coaches gave inspiring speeches. Carrie Z. from NorCal was a finalist for one of the coaching awards. Ms. Campbell then thanked those who attended the Annual Meeting in Carlsbad.

Board Member Tyler Nii requested an excused absence for tonight's Board Meeting as he was coaching a high school team. It was explained that the Board has the ability to grant an excused absence and has granted excused absences when there has been a death in the family or when plans have already been made for the date of a previously unscheduled meeting.

Typically, the Board has not granted an excused absence for a job related commitment. It was moved and seconded to grant Tyler Nii an excused absence for the April 20, 2016, Board meeting. The motion did not pass, and it was a unanimous decision not to excuse Tyler Nii from the Board meeting.

Delegate's Report: Delegate, Michael Cooke, reported that the changes (the call items), specifically the three year term for the President, were not approved at the Annual Meeting. He reported that the Presidents' Committee and the Delegates' Committee were asked for feedback regarding governance and transparency from the Sections. He also reported that the USTA National Board rejected the Governance recommendations. Included in the Board packet was a Governance Task Force Report which the Sections have been asked to discuss and embrace or reject. The President has his/her own vision which should be a part of the Strategic Plan. The Governance Task Force report evaluated whether the President should have a three

year term of office. This is the second time that these issues have been presented to the Sections (the prior report was in 2011). We are being asked as a Section to affirm the good work and the recommendations of the Governance Task Force Report. Eight or ten other Sections have accepted this plan. The Executive Directors' group also supports the report. Mr. Leube explained that there is no criteria in writing for those appointed to the Nominating Committee. It was moved and seconded to support the Governance Task Force Report. The motion carried with a vote of 13 in favor, 1 opposed, and 1 abstention.

Treasurer's Report and Monthly Financials: Treasurer Jack Walker noted that since Rich Rogers retired, Laura Larsen-Misunas will be preparing the budget report using the program "Adaptive Insight." A surplus of \$102,918.00 is the result of changes in personnel; the deficit reported for the League Department is premature; basically, we are in good shape and should make our budget for the year, especially since there have been payroll savings.

Committee Decisions: President Margie Campbell brought the attention of the Board to the Committee Decisions (yellow sheets) included in the Board packet. If there are any challenges to the committee decisions, three Board members must file the challenge within seven days. A new version of the Committee decisions was distributed at the meeting showing a slight change in the Executive Committee's actions.

It was brought to the attention of the Board of Directors that the "underlined" version of the recommendations of the Junior Council (items 1 through 9) was omitted from the Yellow sheets (the items were there, but the underlining was somehow omitted). It was moved and seconded to have the "underlined" document circulated to the Board within 24 hours so that the process of potential challenges would not be delayed further. The motion passed unanimously. Mr. Leube made copies of the "underlined" version and distributed them to the Board. Ms. Norman commented on Individual Timed Matches (pages 9 and 10). She indicated that the National ROGS state that when the

whistle blows, whoever is ahead in the match wins; if the set score is even and the game score is 30 - 30, then one more point is played to determine the winner. It was moved and seconded to amend the JTT recommendation to conform with the National ROGs. The motion passed unanimously. A correction to the Committee Decisions regarding item 5 was made to the document and should read "CIF" and not "CCS".

Unfinished Business: Ms. Norman informed the Board that Lane Leshly was the Junior Council's selection for the National Bill Talbert Junior Sportsmanship Award. It was noted that NorCal's Juniors have received the Bill Talbert Junior Sportsmanship Award five out of the last six years.

New Business: There was no new business.

Adjournment: There being no further business before the USTA NorCal Board of Directors, the meeting was adjourned at 7:48 P.M.

Respectfully submitted,

Linda Peltz
Secretary