

**Minutes of the USTA NorCal Board of Directors Meeting
Wednesday, May 18, 2016
USTA NorCal Office - Alameda, California
Amended and Corrected**

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

Delegate Present: Michael Cooke

Legal Counsel Present: Les Hausrath

Staff Present: Steve Leube

Advisory Directors Present: Sada Chidambaram and Larry Olmsted

Call to Order: President Margie Campbell called the May meeting of the USTA Northern California Board of Directors to order at 6:31 P.M. She reminded all of the protocol of the Board when speaking. She then introduced and welcomed Sada Chidambaram as a newly appointed Advisory Director. Mr. Chidambaram gave a short introduction of himself and indicated that he was the Chair of the Diversity Committee.

Introduction of Guests: Self introduction of the following guests were made: Jim Coyne of Sleepy Hollow Tennis Club in Orinda, Kim Fuller of Livermore Valley Tennis Club, Patrick Kaliski of Harbor Point Tennis Club in Mill Valley, Michelle Thompson Moyer of Oakland Hills Tennis Club, Kevin Pope of The Club at Ruby Hill in Pleasanton, Jim Swansiger of Castlewood Country Club in Pleasanton, and Jim Thompson of Oakland Hills Tennis Club.

Public Comments: Kevin Pope spoke in favor of having an Adult League facility fee. He stated that because facilities receive

money for hosting tournaments from the tournament fees, they should also receive compensation for league play (a facility fee). Kim Fuller also spoke in favor of having an Adult League facility fee which has been brought up in the past. He stated his opinion about the league fees and the lack of growth in tennis. Some clubs are already charging a fee to their players for league play.

Reading of the USTA NorCal Mission Statement: Pam Sloan happily read the mission statement.

Minutes: Several corrections to the minutes of April 20, 2016, were submitted just prior to tonight's meeting. An amended copy of those minutes is attached to these minutes. It was moved and seconded to approve the minutes of April 20, 2016, as corrected. The motion passed unanimously.

League Proposal: Mr. Kim Fuller proposed to the Adult League Committee a "\$15.00 Facility Use Fee per player to play in any USTA NorCal League. Player fees would be collected by NorCal and then distributed back to the Clubs in proportion to the number of home matches they host. (Example: a club that hosts five home matches would receive more revenue than a club that hosts four home matches). Fees will be distributed back to only 'Clubs' as defined by the USTA Bylaws. Other USTA organizations will not participate in the revenue of the Facility Use Fees. (Rationale: Such organizations are either tax exempt, have alternative funding sources for court maintenance, or don't have courts to maintain)." This proposal was discussed at length by the Adult League Committee and was rejected by them. This proposal was discussed by the Board of Directors. Some of the comments and questions raised are as follows: 1) several clubs have already imposed an additional fee on their league players; 2) six years ago, this same topic was brought to the Adult League Committee by Marin Tennis Club; 3) there is no regulation preventing member organizations from adding a fee; 4) AVAC charges a fee and provides balls for the matches as well as a league party for the players; 5) NorCal is the only Section that runs leagues through the office; 6) if more staff is needed to

implement collection and distribution of a facility fee, there would be additional costs to NorCal and those added costs would impact other programs; 7) under this proposal member organizations would be treated differently; 8) how would a facility fee impact other leagues, i.e. BALL; 9) what would NorCal do if the players won't/don't pay the guest/facility fee (this could be a default situation); 10) a fee is already assessed for Districts and Sectionals (an increase was needed to offset the costs of courts, officials, staff, player gifts, etc); 11) one fee does not work as the needs of each club are different; 12) other Sections impose a fee at championship events; 13) the cost associated with running leagues were not identified. Mr. Larry Olmsted, Chair of the Adult League Committee, made the following comments in response to Mr. Fuller's comments and Board member comments: 1) the Adult League Committee is not made up of just players; it includes teaching pros, coaches, instructors, member organization representatives, and Board members; 2) the mission of the Adult League Committee is to assist USTA NorCal in growing the sport - through both membership and participation; 3) this mission is not to develop clubs; 4) the Facility Fee proposal would result in a 53% increase in fees to a player in order for that player to play on a team(s); 5) there is no value for the cost increase; 6) another issue raised by the Adult League Committee, which did not sit well with the committee, was taking the money and giving it exclusively to private clubs; 7) players perceive USTA NorCal as "greedy"; 8) there are fees imposed for playing at public facilities (i.e. court rental); 9) USTA NorCal membership has a low tolerance for added fees. Mr. Steve Leube added that if there were to be a fee imposed on the players, there would be a 20% drop in participation and a huge backlash. NorCal's leagues are currently either growing or maintaining their numbers, and a fee increase would be putting the program at risk. We receive about 50% of our funding from USTA National and 40 - 45% from Leagues and any change would show an impact on operations. Mr. Fuller offered to pull this proposal if all involved would sit down and discuss it. He believes that if we work together there would be an acceptable solution. It was moved and seconded to approve the Adult League Committee

decision to DENY “the \$15.00 per player Facility Use Fee to play in any USTA NorCal League. Player fees would be collected by NorCal and then distributed back to the Clubs in proportion to the number of home matches they host. Example: A club that hosts five home matches would receive more revenue than a club that hosts four home matches. Fees will be distributed back to only ‘Clubs’, as defined by the USTA Bylaws. Other USTA organizations will not participate in the revenue of the Facility Use Fees.” It was then moved and seconded to have the first (main) motion vote be through a written ballot. This motion for a written ballot passed with 12 in favor, 2 opposed, and 1 abstention. It was explained that a vote in favor (yes) of the main motion is a vote to deny the Facility Use Fee, and a vote against (no) the main motion is to disagree with the Adult League Committee’s decision. The main motion was then voted by written ballot with 12 in favor, 3 against, and 0 abstentions. The decision of the Adult League Committee to deny the Facility Use Fee was upheld. President Campbell then asked the Board of Directors for permission to assimilate all the information and report to the Board at the June, 2016, meeting. She indicated that there is a larger issue on the table and that it will take time to put it together. There were no objections from Board members.

Action Item - High School Tennis Tournaments for Ranking

Points: Three Board members challenged one of the Junior Council decisions (page 6, number 5) presented on the April 14, 2016, Committee Decision document. This decision reads as follows: “That effective July 1, 2016, in advance of the girls’ CIF Section high school tennis season that begins in the fall of 2016, the CIF Section singles and doubles tournaments (Central Coast Section, North Coast Section, Northern Section, Oakland Section, Sac-Joaquin Section, and San Francisco Section) shall be designated as Sectional Ranking Tournaments in the 18 Division in rule 3 of the USTA NorCal Points Per Round Ranking Rules, and players shall earn points equivalent to points earned at Championship Tournaments (Sectional Level 3).

Mr. Dale Evans presented the rationale for the challenge. He stated that the committee decision was too vague in terms of

distribution for ranking points and that any decision made which impacts Junior rankings should specify which age groups the ranking points would be distributed to. The way in which the decision (rule) was written would have an impact on Juniors of all divisions, although for the 12 and under it would be a moot point as they do not have high school playing opportunities. The Boys' and Girls' 14 and under that are not in high school would be excluded from being able to play any of these events, therefore leaving them competing for points on an unfair points scale. Everyone needs to be equally represented across the board and no one should be excluded. He suggested that the Junior Council should consider sanctioning additional Championship tournaments for the 14 year olds or to lower the ranking level of the tournaments. Many top high school players drop out of high school tennis because of the lack of expertise of the high school coaches. These players usually have their own coaches.

Ms. Andrea Norman provided additional insight into the committee's decision and rationale. The Junior Council decision specifies the 18 division of the tournaments, and she explained that so long as a player has played a match in a younger division the points will count down. This is the same as how the UTR Round Robins currently work, as provided in the USTA NorCal Junior Ranking Rules.

While high school players and top level players need to be cultivated and developed, most top level players have their own coaches to guide their development, and they can drop the team if they believe their development is being hindered by a high school coach. Nothing in the proposal forces players to stay with a coach; the intent is to expose our tournament system to players not currently competing and also to allow players to earn ranking points for playing at the highest level of high school tennis.

Ms. Norman acknowledged that the CIF Section tournaments are closed to high school players, but that there is a significant amount of opportunity at the Championship and Super Series levels to provide non-high school players opportunity to compete, and she doesn't believe the closed tournament threaten access or skew the distribution of ranking points, especially given

that the Points Per Round system only counts a player's best six singles and doubles results. Junior Council evaluated the tournament calendar, the strength of field of most draws, and the options for assigning a ranking level to the CIF Section tournaments, and determined that the Championship designation is appropriate. Regarding championship points, she indicated that the players had to compete to reach that level and that she would add one more championship level draw for both girls and boys and that the best six results would be counted for Sectional ranking.

Although a motion had not yet been made, it was moved and seconded to call the question. The motion to call the question (to end the discussion) was passed with 12 in favor, 3 opposed, and 0 abstentions.

It was then moved and seconded to remand decision #5 of the Committee Decisions of April 14, 2016, back to the Junior Council for in depth review for awarding points. A yes vote is in favor of sending this back to the Junior Council; a no vote will not send this back to the Junior Council and will accept the decision of the Committee as reported in the April 14, 2016, committee decisions. The motion was defeated with 3 in favor, 12 opposed, and 1 abstention. The Committee Decision becomes effective July 1, 2016.

Strategic Plan Update: Alvin Hom, Chair of the Strategic Planning Committee announced that the next meeting of the committee will be on June 9 2016, at the NorCal office. If anyone has any concerns, please let him know.

Executive Director's Report: Executive Director Steve Leube listed the events that he has been involved with since the last Board meeting: 1) NorCal is now number four in membership when compared with the other Sections; 2) he attended the coaches camps for ROG coaches in Los Gatos and Sacramento with Kurt Anderson leading the camps; 3) over 40 Sectionals were held in Lake Tahoe; 4) 2016 Spring JTT Sectionals for 10 and under will be held this weekend (May 21 and May 22); 5) the 12 and under JTT Sectionals will be held the weekend of June 4

and June 5; 6) the National selection tournament will be held at Stanford; 7) the United States Gay Open tournament will be held at Golden Gate Park from May 28 to May 30, 2016; 8) Mr. Leube attended the Tennis Symposium in Orlando, Florida, with all 17 Executive Directors, National staff, and President Katrina Adams participating in a full day and evening of conversation which was most exciting; 9) he felt that the National Tennis facility in Lake Nona is most inspirational and gets one excited about the future of tennis; 10) a junior pathway regarding what programs are available for a child from the first time he/she picks up a racquet is in discussion; 11) Mr. Leube attended the Latino Community Gala along with Sada Chidambaram and Silvia Duenas-Bielsler; 12) he assisted at the membership booth and the fast serve booth at the Hola Run (a Latino community event) where there was constant action (no other booth had as much action); 13) four new TSRs were hired and will begin June 1, 2016; 14) a part time HR director was hired; 15) the communication and digital position is still open; 16) NorCal will host a Sectional dinner at the Capital Grill in New York on Saturday, September 3, 2016, during the semi annual meeting - seating is limited; 17) the US Open Sectional tournament is being held at Chamisal Tennis Club in Carmel Valley on June 25, 2016, and Mr. Leube wonders if any Board member is available to present the awards as neither he nor Ms. Campbell is able to participate.

President's Report: President Margie Campbell announced that there will not be a Board meeting in July. She proceeded to update the Board on the Ad Hoc Sportsmanship Committee chaired by Mr. Terry Cossette and thanked Ms. Andrea Norman for formatting the proposals. The draft amendments to Officials Requirement at Junior Tournaments, Grievance Procedures, and Point Penalty Suspension System were distributed to Board members so that the Board has the time and the necessary information to consider these as there will be a vote on the officials requirement at the June meeting. There is a deadline as the information needs to be included in the 2017, tournament organizer's packet. Other issues are less urgent and will be voted on at the August meeting where the committee will provide

additional insight into the committee's discussion and reasoning. Ms. Campbell reported that the Court Resurfacing Program is on hold for this year so that we can assess that those receiving court assistance are supporting our programs. There appears to be a shortage of available courts for some of our programs. Ms. Campbell indicated that the rest of her report will be given in Executive Session at the conclusion of the regular meeting.

Delegate's Report: Delegate Michael Cooke attended a National Network Support Funding Task Force meeting in Dallas, Texas, where the discussion centered on moving away from membership statistics and going towards participation statistics. Funding of the Sections was discussed at this meeting and it was noted that some Sections receive 98% of their budget from National. NorCal receives about 45% from National. Mr. Cooke was fortunate, along with all others present, to attend a Texas Rangers baseball game against the Toronto Blue Jays where every aspect of a baseball game occurred.

Treasurer's Report: Treasurer Jack Walker indicated that the Statement of Activity Report as of March 31, 2016, is very misleading as projections were not reported accurately and are about \$150,000.00 off. Salaries and wages are \$100,000.00 under budget due to personnel changes and that League revenue is back on track. All in all, Mr. Walker feels that we are in good shape as the revenue numbers are up and we are presently saving money on salaries. In response to a question, Mr. Leube commented on the staff turnover and indicated that the younger generation looks for new experiences, especially when more money is offered. Fifty percent of the USTA NorCal staff has been employed by NorCal for over ten years.

Committee Decisions: The League calendar for 2017 is presented in the Committee Decision document and is essentially the same as 2016, with a little more time being allowed between the end of a local league season and championship play so that the possibility of having a coin toss to determine the advancing team is reduced. The Board was reminded that they have seven

days to challenge any committee decision and that three members of the Board must sign on to that challenge.

Unfinished Business: There was no unfinished business.

New Business: Ms. Rosie Bareis reported that Mr. Emilio Sanchez, a former top ten tennis professional, is at the Fairmont Resort conducting training for an academy. She has learned that no other country in the world is making the ROGY program mandatory. She wonders why we are the only country mandating this program. Mr. Leube responded by stating that the ROGY program has nothing to do with top level players but everything to do with exposing all children to tennis. With the ROGY program, USTA is the standard and the rest of the world should follow us. NorCal has 14,000 children enrolled in the ROGY program. Ms. Christine Costamagna reported that on June 4, 2016, there is a play day for Special Olympians from San Francisco, Sonoma, and Napa.

Adjournment: There being no further business the regular meeting of the USTA NorCal Board of Directors was adjourned at 9:37 P.M.

Respectfully submitted,

Linda Peltz
Secretary