

**Minutes of the USTA NorCal Board of Directors Meeting
Wednesday, August 17, 2016
USTA NorCal Office - Alameda, California**

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

Directors Absent: Mike Dickey, and Tyler Nii

Delegate Present: Michael Cooke

Legal Counsel Present: Les Hausrath

Staff Present: Steve Leube, Executive Director

Advisory Directors Present: Larry Olmstead

Advisory Directors Absent: Sada Chidambaram

Call to Order: President Margie Campbell called the August meeting of the USTA Northern California Board of Directors to order at 6:30 P.M. She reminded all of the protocol of the Board when speaking and regarding cell phones.

Introduction of Guests: Although he does not need an introduction as we all know him, Terry Cossette, Chair of the Ad Hoc Committee on Sportsmanship, was introduced.

Public Comments: There were no public comments.

Reading of the USTA NorCal Mission Statement: With vigor, Jason Scalese read the mission statement.

Minutes: It was moved and seconded to approve the minutes of June 15, 2016, as written. The motion carried unanimously.

Sportsmanship Proposal: It was noted that the Sportsmanship Committee has withdrawn Item #2 (regarding point penalty system) from the Committee decisions document. Item #2 was withdrawn as it was substantially the same as one of the proposals from the Ad Hoc Committee. President Campbell thanked the Ad Hoc Committee on Sportsmanship for their diligent work. Mr. Terry Cossette, Chair of the Ad Hoc Committee on Sportsmanship indicated that there should be a cultural change in tennis so that tennis would be fun. The Ad Hoc Committee recommended six changes to be made to the Sportsmanship Rules and Procedures: 1a) Junior Tournament Rules are amended to require a minimum of two officials for every eight courts in play, one of whom must be a USTA-certified official and 1b) sets recommendations in a new USTA NorCal Sanction Rule on the use of Court monitors for "background screening to exclude individuals who pose risks to junior players" and education by way of "the USTA's online training modules for becoming a certified official; 2) fees will be charged for filing grievances; 3) players will no longer be allowed to appeal individual suspension points - suspension points may only be appealed when a player receives a total of ten Penalty Suspension Points within a twelve month period; 4) A Code Violation will be issued by a Referee when a player is overruled for the third time and for each time thereafter; 5) Sportsmanship will be one of the factors considered in the selection process for USTA team Championships, the Maze Cup, and the Pacific Cup; 6) USTA NorCal will implement a Sportsmanship Campaign with a ZERO TOLERANCE POLICY for unsportsmanshiplike conduct with the code of conduct of this policy applying to both spectators and players. A lengthy discussion ensued and some of the concerns were 1) a court monitor reports a violation and the referee can overrule; 2) a court monitor can overrule a call on the court; 3) should the document be sent to parents?; 4) what if someone is unable to afford the \$50.00 fee to file a grievance or an appeal?; (the committee did not discuss this in particular but did discuss the affordability of the \$50.00 fee and felt it was a reasonable amount and that people could come up with the money somehow) 5) parents should attend a workshop every two years;

6) for an adult to be suspended from Leagues, the ALC Committee will handle the grievance. The committee wanted to start on a smaller scale and then expand on the issues, if needed. It was moved and seconded to approve items 2 through 6 as presented and that all items, except for the Zero Tolerance Policy which takes effect on January 1, 2017, would be effective immediately. Further discussion yielded some additional questions and answers: Could community service be substituted for the \$50.00 fee?; the \$50.00 fee was put in place to prevent a frivolous grievance. Mr. Jason Scalese made an amended motion that there be an opportunity to file a suspension (grievance) and waive the \$50.00 fee. The amended motion was seconded with no further discussion. The amended motion was defeated with a vote of 3 in favor, 10 opposed, and 1 abstention. The main motion was then voted on with a vote of 11 in favor, 2 opposed, and 1 abstention. The main motion of approving items 2 through 6 was passed.

Committee Decisions: It was moved and seconded to accept item 1 under the Sportsmanship Committee (allowing the committee to refer grievances to more appropriate committees). This item is in line with USTA National policies. The motion carried with a vote of 13 in favor, no opposition, and no abstentions, and it should be noted that Mr. Scalese was not present in the room when the vote was counted.

Executive Director's Report: Executive Director Steve Leube reported that during the month of July there was lots of activity happening: 1) NorCal won the Gar Glenny cup against Southern California; 2) Congratulations were extended to Rosie Bareis and Dale Evans for the Fairmont Resort Junior Team Tennis team winning the 2016 World Team Tennis Junior Nationals; 3) NorCal participated in Zonal and Intersectional championships with our teams doing very well; 4) a successful Diversity Camp was held at the end of June with 24 participants; 5) two NJTL camps were held at Sonoma State; 6) there were 200 participants for family day which was held prior to The Bank of the West tournament; 7) there were 380 participants for Kids Day at BoW with USTA

National President Katrina Adams attending; 8) another successful Hall of Fame event was held with five deserving inductees; 9) the first ever High School Play Day with 110 participants was also successful and had Cece Bellis speaking with the students; 10) an evening devoted to LGBT members was well received and had Bill Leong, the USTA National Manager attending; 11) the NorCal Board had a delightful dinner with Katrina Adams where she answered many questions; 12) there was an NJTL rally at Golden Gate park where 300 kids participated; 13) for three days, Mr. Leube attended an Executive Director's meeting in Kansas City where youth progression and NSF funding were discussed; 14) DA Abrams, Diversity and Inclusion Manager of USTA National, met with the NorCal managers and staff, and he was quite impressed with how progressive NorCal is in this area; 15) all staff positions, except one (Operations Manager) are filled; 16) the USTA NorCal Application for the requesting of sanctioning tournaments is now live online - this is a new process (thanks to Andrea Norman and Les Hausrath for seeing this through); 17) the CAP system will be completed by the end of this year.

President's Report: Following a comment from Mr. Jason Scalese, Ms. Campbell addressed the issue of diversity, noting that although difficult to implement at this time, Diversity is a key element in our Strategic Plan and important for every committee. She also noted that USTA NorCal would be implementing the CAP system in an effort to expand our volunteer base. She thanked everyone who participated in changing the Sanction and Scheduling application process and indicate that because of their work NorCal is a stronger organization (this is also a goal of Strategic Planning). Saturday, September 3, 2016, there will be a NorCal dinner at Capital Grille in New York. Presently, there is a waiting list to attend the dinner. She thanked Jason Scalese for chairing the High School Committee and put out a request for additional volunteers for the committee. Also thanked were Betty Cookson, Anna Elefant, and Linda Peltz for their excellent work on the Hall of Fame luncheon. She mentioned that at the June Board meeting there was a discussion of having the same action

items repeatedly brought forward. This issue has been referred to the Constitution and Rules Committee for research and a recommendation as to any changes to our processes they might think necessary. Ms. Campbell wanted everyone to know that the National Committee Appointment Process is online and encouraged those interested in serving on a National Committee to file an application. (Information about the process was distributed to each Board member). The Adult League Committee has withdrawn Item #7, making home teams responsible for direct or indirect fees associated with the use of their courts, for further review and consideration by the committee. Legal Counsel, Les Hausrath, will discuss issues related to Sanctioning and Scheduling in Executive Session following this Board meeting.

Delegate's Report: Delegate Michael Cooke reported that the Board dinner with Katrina Adams was very successful. This was followed the next day with a winery tour provided by Kelly Trefethen. President Adams thanked NorCal profusely for making her visit to Northern California so pleasant. Mr. Cooke attended a meeting in Dallas, Texas, dealing with Network Funding of Sections. There will be more information on this subject at the Semi-Annual Meeting and Conference in New York. He mentioned that Louis Armstrong stadium will be demolished after the 2016 US Open and will then be rebuilt. USTA will be receiving \$100 million this year from television rights, and this helps in having a strong financial status. There are five items for the CALL for the Semi Annual Meeting: 1) R-1 proposed by the Wheelchair Committee is an amendment which is intended to increase women's wheelchair division play at tournaments and more clearly define the rules of play. A straw vote on this issue yielded 11 in favor, no oppositions, 2 abstentions (Mr. Scalese was out of the room for this vote); R-2, proposed by the Local Play and Competition Committee is intended to promote flexibility in tournament offerings to best meet the needs of the players. A straw vote on this issue yielded 12 in favor, no opposition, no abstentions (Mr. Scalese was out of the room for this vote); R-3 proposed by the Junior Competition Committee deals with

penalties for lateness. A straw vote on this issue yielded 9 in favor, 1 opposed, and 1 abstention. (Mr. Scalese was out of the room for this vote); R-4 proposed by the Junior Competition Committee is an amendment to protect the personal information of minors. A straw vote yielded 11 in favor, none opposed, and no abstentions. (Mr. Scalese was out of the room for this vote); R-5 proposed by the Adult Competition Committee deals with giving the committee reasonable options to find an acceptable sanction holder for tournaments. A straw vote yielded 10 in favor, none opposed, and no abstentions (Mr. Scalese returned to the room for this vote).

Treasurer's Report: Treasurer Jack Walker reported that Rich Rogers, former Operations Manager, is working with NorCal on a part time basis and helping with the budget process. Mr. Rogers generated the financial report for this Board meeting. There is a forecast of a budget surplus of \$144, 720, mainly due to salaries and wages based on the employee turnover. The IT budget has been moved to the outside services of an independent contractor. The budget for 2017 is being worked on by staff, and the budget process of meetings will begin in September.

Committee Decisions: 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: The issues decided upon tonight regarding Sportsmanship take place immediately with one exception and that is the Zero Tolerance Policy becomes effective January 1, 2017.

New Business: There was no new business.

Adjournment: There being no further business, the regular meeting of the USTA NorCal Board of Directors was adjourned at 8:27 P.M.

Respectfully submitted,

Linda Peltz
Secretary