

Minutes of the USTA NorCal Board of Directors Meeting
Wednesday, October 19, 2016
USTA NorCal Office – Alameda, California

Directors Present: Margie Campbell, Michael Cooke, Rosie Bareis, Gordon Collins, Suzy Cossette, Christine Costamagna, Mike Dickey, John Dale Evans, Mark Fairchild, Pam Sloan, Jack Walker

Directors Absent: Linda Peltz, Alvin Hom, Andrea Norman, Sarah Robinson, Jason Scalese, Tyler Nii

Delegate Present: Michael Cooke

Legal Counsel Present: Les Hausrath

Staff Present: Steve Leube (Executive Director), Rich Rogers (Acting Manager of Operations)

Advisory Director's Present: Sada Chidambaram

Advisory Director Absent: Larry Olmstead

Call to Order: President Margie Campbell called the October meeting of the USTA Northern California Board of Directors to order at 6:31P.M. Ms. Campbell reminded all of the protocol of the Board when speaking and regarding cell phones.

Introduction of Guests: No Guests.

Public Comments: There were no public comments.

Reading of the USTA NorCal Mission Statement: Gordon Collins read the USTA NorCal mission statement.

Approval of Minutes: The following corrections were made to the August 17, 2016 Board minutes: In Delegates report, the Louis Armstrong stadium will be demolished after the **2017** (not 2016) US Open and will be rebuilt. Correction in the spelling of Gar Glenney within the Executive Director's report. It was moved and seconded to approve the minutes of August 17, 2016, with corrections. The motion carried unanimously.

2017 Budget Review and Approval: Mike Dickey presented the 2017 USTA NorCal Budget with the assistance of Rich Rogers. Mr. Dickey introduced the budget committee members (Margie Campbell, Alvin Hom, Jack Walker, Pam Sloan, Michael Cooke, and Linda Peltz. The budget committee met for one day to review each division's operational plans and budget. It is believed this is a very solid budget process and went very smoothly. It was good to see how each operational plan and budget was in alignment with the section's strategic plan. Mr. Dickey did an overview of the budget via a powerpoint presentation that addressed budget numbers, investments for 2017 (Integrated Marketing Plan, Red Ball JTT, Hispanic Research/Marketing and Social Nets/Novice Programs) totaling \$254K, status, budget reserve (\$2,221,258), budget highlights, Strategic Goals and Action Plans, and each divisions highlighted strategies to meet the section goals. At the completion of the presentation, Mr. Dickey asked for questions. Only one question was asked. That question was: How were healthcare benefits calculated? The process was to look at the employee roster and their current coverage, cost and history of increase. A small percentage of increase was then applied. It is the intention to keep the cost for all involved to a minimum. Administration always strives to keep the cost increase to a minimum, whether that means a higher deductible or to shop for other plans. Copy of presentation was handed out to Board members.

Mr. Dickey stated he has been doing the budget committee for 11 years and this year really went well. He strongly believes in the process. He thanked all involved with the budget process.

Michael Cooke praised Mr. Dickey for his budget expertise and efforts. Pam Sloan also shared how impressed she was that the operational plans were in alignment with the strategic plan. President Margie Campbell thanked the budget committee, Steve Leube, Rich Rogers (especially for coming back) and staff for their work. She then recognized Mike Dickey for leading the way and making a major contribution to the process.

It was moved and seconded to approve the USTA NorCal 2017 budget.
The motion carried with 9 yes votes and 1 abstention.

Recognition for Service: President Campbell presented certificates to the committee chairs serving during her term as President. The certificates were in appreciation for their contribution and leadership to the Committees. They were as follows:

Gordon Collins – Chair of the Coaches Council.
Chrissy Costamagna – Chair of the Adult Tournament Committee
Pam Sloan – Chair of the Constitution and Rules Committee

Following the presentation of certificates, President Campbell recognized the outgoing Directors of the USTA NorCal Board. Those individuals were:

Mark Fairchild – Also Chair of the Junior Team Tennis
Susie Cossette – Member of the Sanction and Schedules Committee
Mike Dickey – Chair of Finance and Budget Committee
Michael Cooke – Delegate

President Campbell shared her appreciation for their dedication, commitment and support to the USTA NorCal Board during her term. Ms. Campbell then went on to thank each Board member and advisor for their role as a board member and the expertise they brought to the Board. She stated that it has been a pleasure to work with all. She is proud of the Board for standing tall during some tough times.

Michael Cooke then took the floor to recognize President Margie Campbell for her leadership and guidance. He presented her with a certificate and plaque representing her tenure as President. Mr. Cooke stated the plaque recognized her honesty and dignity as President.

Executive Director's Report: Executive Director, Steve Leube, stated he had a lot of good things to report out. This included: 1) NorCal standings overall has improved within the 17 sections and should have a strong 4th quarter; 2) Applauded the many volunteers and staff that attended the USTA Semi-Annual meeting – good participation; 3) Porsche Napa Valley Tennis Classic on October 16th went very well and good experience for the players; 4) on September 23 – 25 the 55 & Over Sectional Championships were held; 5) The first Tennis Festival (October 1st) by the Golden Gate Tennis Coalition went well and lack only \$7 million to redo Golden Gate Park which means it is within reach; 6) The 18 & Over Sectional Championships were held October 7 – 9; 7) on October 12th met with the CIF Commissioner for Oakland, Chief Elementary Officer for Elementary schools in Oakland, and Middle School program Director to discuss how we can bring tennis back to Oakland – will be assisting with developing coaches for programming; 8) the Grand Prix will be held this weekend (Oct 22 – 23) at Gold River Racquet Club due to the weather last weekend; 9) the Peter Herb Cup is October 29th; recognized several section volunteers receiving awards at the National level (Todd Dissly - 10 & U Workshop Facilitator Member of the Year Award; Lane Leschly – Bill Talbert Junior Sportsmanship Award; Pam Sloan – National Public Parks Tennis Association Lifetime Achievement Award); 10) thanked Rich Rogers and the rest of his team and volunteers, led by Mike Dickey for doing a great job putting together the 2017 budget; and 11) closing with thanking President Margie Campbell for all she has done for the section as well as her leadership and guidance; and 12) Annual meeting will be held November 5th at the NorCal Office.

President's Report: President Campbell opened by thanking all that attended the Semi-Annual Meeting. NorCal was recognized a couple of times for excellence in programming and hard work.

There will be a Diversity and Inclusion training on October 26th at the office starting at 4pm. She encouraged all that could to attend the training. The training will be conducted by D.A. Abrams (USTA Chief Diversity Officer) and Bill Leong (Director, Diversity).

The slate for the 2017-2018 USTA Board of Directors is out. Katrina Adams has been selected to continue as President. Andy Andrews was offered President but declined for personal issues. Lauren Barnikow, Northern California will continue as an Elite Athlete. The rest of the slate is as follows:

Patrick Galbrath – First Vice President
Joan Baker – Vice President
Mark Ein – Vice President
Tommy Ho – Secretary-Treasurer

Fabrizio Alcobe-Fierro
Jeffrey Baill
Laura Canfield
Dr. Brian Hainline
Michael McNulty III

Andrew Valdez
Lauren Barnikow
Liezal Huber
Brian Vahaly

President Campbell stated that NorCal needs to get in higher places in leadership.

President Campbell addressed the correspondence (Mr. Overland) the Board members received regarding the Grand Prix Tournament. It was determined it was too late to make changes to the program and during the Budget and Finance Committee meeting a motion was made and duly seconded to recommend that section leadership direct the Adult Tournament Committee to review and make recommendations for improving the format and reducing costs for the Grand Prix playoffs beginning 2018. President Campbell has communicated with Mr. Overland and stated the issue will be taken under serious consideration.

There is also a concern about the Section insurance. NorCal has been issued a new deductible of \$750K. In the past it was around \$50K. Due to some sections dealing with various issues, it has caused the deductible to go up. Executive Directors have pushed back as there was no notification of the deductible increase. As a result, National is working on potential solutions. Apparently the current policy had gone to a tier approach and unfortunately NorCal was placed in the 3rd tier representing the

\$750K deductible, if we do not buy the gap insurance. Mr. Leube (Executive Director) hopes we will hear something soon on the issue.

President Campbell announced the December Board Meeting will be held December 14th, second week in December instead of the 3rd Wednesday of the month.

Delegate's Report: Michael Cooke announced that all rules and regulations presented at the USTA Semi-Annual meeting were passed. He also shared that he attended the Napa Valley Classic Junior Tournament and visited with several players who expressed they were having a great time. In addition, Delegate Cooke said his final USTA Budget meeting will be held in 4 weeks in White Plains at which time he will hear about the 2016 US Open outcome. In closing Delegate Cooke stated he will be available to explain any budget issues to the Board as needed.

Treasurer's Report: Due to the 2017 budget presentation there was no report. However, Jack Walker, Treasurer, did highlight a forecast of \$224,660 surplus for 2016.

Committee Decisions: President Campbell pointed out that Adult League Committee withdrew the Facility Use Proposal. 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: No unfinished business.

New Business: No new business.

Adjournment: There being no further business, the regular meeting of the USTA NorCal Board of Directors was adjourned at 7:25 P.M.

Respectfully Submitted,

Pamela Sloan