

**USTA NorCal Board of Directors Meeting Minutes**  
**Wednesday, June 20, 2018**  
**USTA NorCal Office, Alameda, California**

**USTA NorCal Board of Directors Present:** Rosie Bareis, Margie Campbell (Delegate), Gordon Collins, Steve Cornell, Christine Costamagna, Terry Cossette, Anoosh Davoudzadeh, Dale Evans, Alvin Hom (President), Sue Leo, Kevin Pope, Jim Swansinger, Mark Tappan, Brian Thomas, Ross Wisser

**USTA NorCal Advisory Directors:** Linda Peltz

**NorCal Staff Present:** Steve Leube, Executive Director

**Legal Counsel:** Les Hausrath

**Guest:** Marie Trimble, Gordon & Rees

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**Call to Order:** Noting the presence of a quorum, Alvin Hom, President, called the meeting to order at 6:30pm. Mr. Hom read the USTA NorCal mission statement. He noted that there were no public comments.

**Approval of Minutes:** The minutes of the May 16, 2018 Board meeting were presented for approval. There were 2 non-substantive changes noted. Then on motion duly made, seconded, and carried, the minutes of the May 16, 2018 meeting were unanimously approved.

**Board Governance Training:** Mr. Leube introduced Marie Trimble from Gordon & Rees to provide training around harassment/discrimination policies and how it relates to the NorCal organization. Referring to a deck provided at the meeting, Ms. Trimble led a detailed discussion that covered harassment/discrimination policies, types of harassment, roles and responsibilities, reporting and liability. It was noted that NorCal's policies were consistent with Federal and State laws and that NorCal staff has completed the required training.

The Board had an opportunity to comment or ask questions during the course of the presentation. Ms. Trimble left at the conclusion of her presentation.

**Action Item (Pro Circuit Pre Qualifying Tournament):** Mr. Leube referred the directors to the challenge made regarding the Pro Circuit Pre-Qualifying Tournaments with funding from NorCal which was a decision made by the Adult Tournament Committee ("ATC"). He noted that the Board can take 4 actions on this challenge – 1) uphold the Committee's decision, 2) deny the Committee's decision, 3) modify the Committee's decision, or 4) refer the decision make to the Committee for further action. Ms. Bareis explained that the ATC went into different direction from her idea to create 10 open tournaments with prize money (approx. \$10,000 each) which could be play opportunities for NorCal top performance juniors. She noted that a handful of coaches were surveyed and all were in favor of prize money events. She reviewed the questions set forth in the survey. She and Mr. Evans expressed concern about any NorCal funding going outside of the section.

Mr. Cornell provided details around the ATC decision to fund pre-qualifying events which would allow play opportunities for juniors and younger adults. He noted that all tournament directors for the Pro

Circuit were consulted and were in support of these events. He noted that there was flexibility built into the timing and location for these events. He reported that the ATC considered 3 options – 1) provide additional funding to existing open tournaments, 2) create new tournaments that could be bid on, or 3) select certain opens to receive additional funding. He then responded to questions from the Board concerning geographical distribution of the events and whether these events will increase play. The Board discussed the impact of prize money, participation numbers, what would be achieved by adding more open tournaments, financial incentives, wildcard options, and whether funding should go to support other programs. Mr. Cornell noted that the Junior Council supported the ATC decision which was also approved by the Budget Committee. It was noted that USTA has disseminated additional money to the Futures tournament product.

After further discussion, Mr. Evans made the following motion which was seconded by Mr. Swasinger – the ATC decision to fund pre-qualifying events for the Pro Circuit be sent back to the ATC for further discussion and research which would include surveying constituents such as academies and coaches. The Board approved the motion with a vote of 11 in favor, 4 opposed and 0 abstentions.

**Executive Director Report:** Mr. Leube provided an overview of his report, a copy of which was provided in the meeting material. He then commented on the following items:

- 1) Junior Team Tennis
- 2) A need to increase ROG family events
- 3) Street Team now in-house
- 4) Dragon Boat Race – 1<sup>st</sup> in division
- 5) Community Tennis Staff training
- 6) Board nominations due by July 15
- 7) Semi Annual Meeting in New York

**President's Report:** Mr. Hom noted that he had nothing additional to report. He then asked Ms. Costamagna to briefly reviewing the Ambassador Program. Referring to a handout provided at the meeting, Ms. Costamagna reviewed the program for juniors and adults which including a discussion around components, technology support and roll out. She asked the directors to identify potential juniors for the program.

**Delegate Report:** Ms. Campbell noted that USTA subgroups are being formed to address such matters as evaluations of Executive Directors and section advocacy (what are sections confronting). She reported that that Mike McNulty is leading a process which focused on 5 strategic areas – culture to collaborate, attract and retain diverse tennis partners, delivery system, deployment of technology platform, strong/diverse financial resources. She noted that she would provide updates as they become available.

**Treasurer Report:** Ms. Leo provided the Treasurer's report to the Board. She noted that the budget is on track. It was noted that an internal audit regarding the national funding requirements will be completed in June. It was also noted that the Board would receive a digital presentation at the August meeting. Mr. Leube reported that a task force has been formed to address the building mortgage.

**Monthly Financials:** Mr. Hom noted that the monthly financials were included in the meeting material.

**Committee Decisions:** Mr. Hom noted that the Committee decisions were provided in the meeting material and reconfirmed how decisions can be challenged.

**Tournament Sanctions:** It was noted that since the Sanction and Scheduling Committee were exempt from the decisioning process, the Board would need to approve the junior and adult tournaments the Sanction and Schedule Committee approved at its May 23, 2018 meeting. Thereafter, on motion made by Ms. Costamagna and seconded by Ms. Leo, the Board approved the tournaments with a vote of 14 in favor, 0 opposed and 0 abstentions.

**Unfinished Business:** A brief discussion ensued concerning super teams and self-rates which are issues being addressed by the League Committee.

**New Business:** Ms. Peltz encouraged Board members to attend the Hall of Fame luncheon scheduled on July 27.

**Adjournment:** The meeting was adjourned at 9:00 pm.

Respectfully submitted,

Christine Costamagna  
Secretary