

**Minutes of the USTA NorCal Board of Directors
Thursday, June 20, 2024
Video Conference Call**

Directors Present: Leslie Airola-Murveit, Andrea Barnes, Shaun Chaudhuri, Christine Costamagna (Vice President/President Elect), Nancy DeSchane (Treasurer), Jack Hesotian, Michelle Nicholson, Larry Olmstead, David Panconi, Craig Pasqua, Jason Scalese (Delegate), Caroline Sheu, Pam Sloan (President), Keith Wheeler (Parliamentarian), Scott Winn

Directors Absent: Andrea Norman (Secretary), Martha Ehrenfeld

Advisory Directors Present: Suzy Cossette and Jack Walker

Legal Counsel Present: Jonathan Madison

USTA NorCal Staff Present: Summer Verhoeven (Executive Director), Darren Wenger (Director of Operations), Rebecca Bauer (Senior Manager, Marketing)

1. Call to Order

President Sloan called the meeting to order at 6:33 pm and roll call was conducted. She noted that the Secretary was not in attendance and Ms. Costamagna would be the acting secretary for the meeting. She then asked Mr. Olmstead to read the NorCal Mission Statement and Vision.

2. Approval of Agenda

There being no persons present to make public comments and no public comments submitted in advance of the meeting, the Board considered approval of the agenda, a copy of which was distributed with the meeting packet. President Sloan noted that the Adult Tournament Committee reference under the Consent Calendar should be removed as that was a carryover from last month. Ms. DeSchane noted that the minutes reference should be 5/15 and not 5/20. There being no further recommended changes, the agenda was announced approved as amended.

3. Approval of Minutes

The Board considered approval of the minutes of the meeting held May 15, 2024. Ms. Airola-Murveit noted one non-substantive update. Thereafter, the following motion was duly made by Ms. Costamagna, seconded by Mr. Panconi, and **approved** by a vote of 12 in favor, 0 opposed, and 0 abstentions.

RESOLVED: That the minutes of the meeting of the USTA NorCal Board of Directors held May 15, 2024, are hereby approved as amended.

Mr. Walker left the meeting for the closed session.

Ms. Cossette remained in the closed session during the tournament sanction report.

4. Closed Session

President Sloan announced that the Board would be going into closed session. Following the conclusion of the closed session, President Sloan announced all discussion held during the session was to remain confidential; however, it was agreed that the following would be reported in the public minutes:

- Approval of Junior Tournament Sanctions. The following sanctions were **approved** following a motion duly made by Ms. Airola-Murveit and seconded by Ms. Costamagna. The vote was 13 in favor, 0 opposed, 0 abstentions, and one recusal by Craig Pasqua.

Junior Tournaments								
Date	Level	Div.	Events	Organizer	Director	Location	Court	Limit
July 7	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
July 21	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
July 27	Level 7	BG12-16	Singles	Yolo Tennis Club	Lukas Burger	Davis	16	16
August 3	Level 7	BG12-16	Singles	Yolo Tennis Club	Lukas Burger	Davis	16	16
August 4	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
August 17	Level 7	BG12-16	Singles	Yolo Tennis Club	Lukas Burger	Davis	16	16

Junior Tournaments								
Date	Level	Div.	Events	Organizer	Director	Location	Court	Limit
August 18	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
September 1	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
September 7	Level 7	BG12-16	Singles	Yolo Tennis Club	Lukas Burger	Davis	16	16
September 8	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
September 15	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
September 22	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
October 6	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
October 12	Level 7	BG12-16	Singles	Yolo Tennis Club	Lukas Burger	Davis	16	16
October 13	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
October 20	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
November 3	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
November 9	Level 7	BG12-16	Singles	Yolo Tennis Club	Lukas Burger	Davis	16	16
November 10	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
November 17	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
November 24	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
December 1	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
December 8	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
December 15	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
December 22	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8
December 29	Level 7	BG12-14	Singles	Equal Chance Foundation	Gulnara Fattakhedinova	Sunnyvale	6	8

- **Approval of Adult Tournament Sanction.** The following sanction as **approved** following a motion duly made by Ms. Airola-Murveit and seconded by Ms. Costamagna. The vote was 13 in favor, 0 opposed, 0 abstentions, and one recusal by Craig Pasqua.

Adult Tournaments								
Date	Level	Divisions	Events	Organizer	Director	Location	Court	Limit
September 13-15	TBD	Open, Age 55+ Wheelchair Open, Coed A-C	MS, MD, WS, WD, MX	Modesto Fitness & Racquet Club; A Brenda Athletic Club	Brian Heiser	Modesto	10+7	64

Ms. Cossette left the closed session following the Sanction & Schedule Report.

- **Legal Updates.** The Board heard updates on outstanding legal issues.

Legal Counsel Jonathan Madison left the meeting following Closed Session.

Ms. Cossette and Mr. Walker returned to the meeting following Closed Session.

Mr. Hesotian and Mr. Chaudhuri joined the meeting during the Closed Session.

5. Consent Calendar

President Sloan directed the Board's attention to the Consent Calendar that was distributed with the meeting packet and noted that there are:

- 3 recommendations being made by the Junior Council

President Sloan explained that any Director may unilaterally request that an item be removed from the Consent Calendar for individual consideration apart from the Consent Calendar. She also noted that simple questions, clarifications, or short amounts of dialogue relative to an item on the Consent Calendar may be discussed after the motion to approve the Consent Calendar.

President Sloan asked if any Director intended to pull the recommendation. Mr. Pasqua requested that approval of the Consent Calendar be done with 2 votes – one for #1 (Tournament Entry Fees – 10% Increase Beginning in 2025) and one for #2 (Authority to Cancel Tournaments) and #3 (Selection Deadline for Level 3 Sectionals and Level 4 Excellence). Thereafter, a motion to adopt the #1 on the Consent Calendar was duly made by Mr. Hesotian and seconded by Ms. Nicholson. Thereafter, the following motion was **approved** by a vote of 13 in favor, 0 opposed, and 0 abstentions, and one recusal by Mr. Pasqua.

RESOLVED: That item #1 listed on the Consent Calendar attached as Exhibit A is hereby approved.

A second motion to adopt the #2 and #3 on the Consent Calendar was duly made by Ms. Costamagna and seconded by Mr. Pasqua. Thereafter, the following motion was **approved** by a vote of 14 in favor, 0 opposed, and 0 abstentions.

RESOLVED: That item #2 and #3 listed on the Consent Calendar attached as Exhibit A are hereby approved.

6. Action Item: Approval of 2023 Audit

Mr. Wheeler and Ms. Costamagna presented the Action Item of the Audit Committee to recommend approval of the 2023 Audit. Mr. Wheeler reported that representatives of NorCal's auditor, Moss Adams, presented the preliminary audit to the Committee, and it was noted that the highlights were included in the Action Item handout. Ms. DeSchane commented on her procedures separate of the Audit Committee.

Following discussion, the following motion was duly made by Mr. Wheeler, seconded by Mr. Panconi, and **approved** by a vote of 14 in favor, 0 opposed, and 0 abstentions.

RESOLVED: The 2023 Report of Independent Auditors and Financial Statements for the United States Tennis Association Northern California as performed by Moss Adams is hereby approved.

7. Action Item: Transfer of Cash to Schwab Account

Ms. DeSchane presented the Action Item of the Budget & Finance Committee to transfer and invest funds so that the organization can increase the return on cash holdings to support additional initiatives and programs aimed at growing participation in tennis.

Following discussion, the following motion was duly made by Mr. Olmstead, seconded by Ms. Barnes, and **approved** by a vote of 14 in favor, 0 opposed, and 0 abstentions.

RESOLVED: That, effective immediately, the transfer of \$300,000 from the account at Comerica Bank to the account at Charles Schwab and the investment of \$300,000 in Schwab Treasury Obligations Money Market Fund-Ultra Shares, which, as of 6/11/24, has a 7-day SEC yield of 5.18% is hereby authorized.

8. Action Item: Gold Cup & Tournament of the Year Criteria and Application Process

Ms. Airola-Murveit presented the Action Item of the Adult Tournament Committee to amend the criteria for the awarding Level 4 Gold Cup and Level 5 Tournament of the Year designations. The amendment puts in place this new criteria to take into account that a tournament may have no interest in such designation (for example, due to different player selection options), and it ensures that the tournament is large enough and all divisions are offered. She reminded the Board that at the last meeting this proposal was sent back to the Committee to address concerns, all of which the Committee believes have been resolved.

Following discussion, the following motion was duly made by Ms. Airola-Murveit, seconded by Ms. Costamagna, and **approved** by a vote of 14 in favor, 0 opposed, and 0 abstentions.

RESOLVED: That, effective for tournaments starting in 2025, the following amendments to the USTA NorCal Adult Tournament Rules 32 and 33 shall be approved as set forth below to create criteria for tournaments to apply for NTRP Gold Cup Series Tournament and NTRP Tournament of the Year Designations (underlined language is proposed to be added, stricken-through language is proposed to be deleted):

- 32. NTRP Gold Cup Series Tournament Designations.** Each year, up to 6 NTRP tournaments, in different regions, ~~would~~ may be designated as a Level 4 Open: NTRP Gold Cup Series Tournament by the Adult Tournament Committee. Each year, an Organization Member is eligible to have one tournament designated as a Level 4 Open: NTRP Gold Cup Series Tournament. Tournaments that meet the following criteria may apply for this designation:
1. Offer all divisions that qualify for the NTRP National Championships:
 - For 18 & Over Adult NTRP: singles, doubles, and mixed doubles events must be offered in the 2.5-5.5 divisions.
 - For 40 & Over Adult NTRP: singles and doubles events must be offered in the 3.0-5.0 divisions.
 - For 55 & Over Adult NTRP: singles and doubles events must be offered in the 3.0-5.0 divisions.
 2. Draw limits must be no smaller than 16 for singles, 8 for doubles, and 8 for mixed doubles.
 3. Offer a playoff for 3rd place in all events.
 4. Provide a player gift.
- Among the applicants, those meeting the criteria below Tournaments that meet the following minimum criteria shall be considered first for NTRP Gold Cup Series designation:
- ~~• needs to be multiple days~~
 - Applicants that have hosted at least one Level 4, 5, or 6 Tournament in the previous calendar year at least one of which~~• The tournament needs to have~~ received an evaluation score higher than 90% (4.5) with a ~~♦A~~ minimum of 15% of the total participants ~~must have completed a player completing such~~ evaluation; and
 - The tournament has complied with all applicable USTA NorCal sanction and tournament rules Applicants with a history of compliance with all applicable USTA NorCal Tournament and Sanction Regulations.
- When an applicant has organized more than one Level 4, 5, or 6 Tournament in the previous calendar year, the results of player evaluations from all such tournaments may be considered when the Adult Tournament Committee makes the designations.
- ~~Player results in all divisions shall receive Level 4 ranking points in accordance with the USTA Adult and Family Tournament, Ranking & Sanctioning Regulations.~~ All champions of NTRP Gold Cup Series Tournaments shall receive a special piece of USTA NorCal logo wear or other item commemorating their win.

- 33. NTRP Tournament of the Year Designations.** Each year, up to 6 NTRP tournaments, in different regions, ~~would~~ may be designated as a Level 5 Open: Tournament of the Year Tournament by the Adult Tournament Committee. Each year, an Organization Member is eligible to have one tournament designated as a Level 5 Open: Tournament of the Year Tournament. Tournaments that meet the following criteria may apply for this designation:
1. Offer all divisions that qualify for the the NTRP National Championships:
 - For 18 & Over Adult NTRP: singles, doubles, and mixed doubles events must be offered in the 2.5-5.5 divisions.
 - For 40 & Over Adult NTRP: singles and doubles events must be offered in the 3.0-5.0 divisions.
 - For 55 & Over Adult NTRP: singles and doubles events must be offered in the 3.0-5.0 divisions.
 2. Draw limits must be no smaller than 16 for singles, 8 for doubles, and 8 for mixed doubles.
- NTRP Tournaments of the Year (TOY) are those tournaments that, after NTRP Gold Cup Series Tournaments have been designated, receive the highest average rating by participants. Tournaments that meet the following minimum criteria shall be considered first for events to be designated as TOY:
- ~~• The tournament needs to be multiple days~~
 - Applicants that have hosted at least one Level 4, 5, or 6 Tournament in the previous calendar year at least one of which~~• The tournament needs to have~~ received an evaluation score higher than 80% (4.0) with a ~~♦A~~ minimum of 15% of the total participants ~~must have completed a player completing such~~ evaluation; and
 - The tournament has complied with all applicable USTA NorCal sanction and tournament rules Applicants with a history of compliance with all applicable USTA NorCal Tournament and Sanction Regulations.
- When an applicant has organized more than one Level 4, 5, or 6 Tournament in the previous calendar year, the results of player evaluations from all such tournaments may be considered when the Adult Tournament Committee makes the designations.
- ~~Player results in all divisions shall receive Level 5 ranking points in accordance with the USTA Adult and Family Tournament, Ranking & Sanctioning Regulations.~~

9. Action Item: 2025 Adult League Calendar

Ms. Costamagna presented the Action Item of the Adult Leagues Committee to approve the 2025 Adult League Calendar. She noted that the 2025 Calendar is similar to the 2024 Adult League Calendar, except that two weeks of play was lost due to:

- The way the calendar falls (starting January 6 which is the first Monday in January as opposed to starting January 1); and
- National requiring Sections to submit their advancing Mixed 40 teams one week earlier in 2025.

She also directed the Board's attention to a comparison of the 2024 vs. 2025 calendars which gives a visual representation of the adjustment made.

Following discussion, the following motion was duly made by Mr. Olmstead, seconded by Mr. Chaudhuri, and **approved** by a vote of 15 in favor, 0 opposed, and 0 abstentions.

RESOLVED: That the 2025 Adult League Calendar be approved as set forth on Exhibit B.

Ms. Sheu joined the meeting during the course of this report.

10. Action Item: 2024 Combo Sectionals Dates

Ms. Costamagna presented the Action Item of the Adult Leagues Committee to approve dates for the 2024 Combo Leagues Sectionals. When the calendar was originally approved, these dates were listed as TBD. This proposal all adds a make-up weekend in case of inclement weather. These dates allow captains more time to recruit players to have viable teams for Sectionals. During this past season, captains expressed their frustration with not having enough time to secure players due to a rainout on the scheduled weekend.

Following discussion, the following motion was duly made by Ms. Costamagna, seconded by Ms. Airola-Murveit, and **approved** by a vote of 15 in favor, 0 opposed, and 0 abstentions.

RESOLVED: That the 2024 Adult League Calendar be updated to add January 24-26, 2025 and February 7-9, 2025 (rain make-up weekend) as the 2024 Combo Sectionals dates.

11. Action Item: Tournament Assistance Grant (TAG) Program

Ms. Verhoeven presented the Action Item of the Junior Council to reinstate the Tournament Assistance Grant (TAG) Program. She explained that since at least 2003 and until 2020 when Serve Tennis was rolled out, NorCal had in place a TAG Program to provide support to junior players in need of financial assistance to participate in NorCal sanctioned tournaments. The Program was funded by the Organizers and was facilitated in the way entry fees were collected and distributed through Tennis Link. Prior to Serve Tennis a portion of the entry fees were withheld by NorCal to cover head taxes and other fees and penalties, and the cost of the TAG program was deducted from these funds, effectively reducing tournament income to Organizers.

The program was eliminated by the former Executive Director. Re-introduction using the same financial model/ procedures isn't feasible in Serve Tennis as there is no longer the ability to withhold funds - head taxes are paid directly to NorCal and the remaining fees go directly to the Tournament organizers. The Council also doesn't believe it is reasonable, given the growing costs of running tournaments, to put the cost on the shoulders of the Organization Members, who would likely request further increases to offset the cost (beyond what is already being proposed in the Council's recommendation for a 10% entry fee increase to cover growing costs that is on the Consent Calendar), thereby putting the cost of the Program on the shoulders of the broader playing population.

A draft of the TAG proposal was sent to the Budget & Finance Committee (B&F) for review in advance of the Junior Council meeting. As reported to the Chair, B&F was supportive of the Program in general, but had concerns that Junior Council believes have been addressed in this Action Item.

The newly-proposed TAG Program is substantially the same as the one discontinued in 2020, *except that:*

- The costs of the TAG program were absorbed by the Tournament organizers in the past. The new program allocates funds in the NorCal budget to provide assistance.
- The Adjusted Gross Income on the most recently filed tax return(s) of the primary custodial parent(s) or legal guardian(s) will determine financial need eligibility.
- The number of junior tournaments increased from 8 to 10, with a maximum grant of \$400 per player. The proposed funding caps the number of participants at 75.
- A sportsmanship requirement related to eligibility to receive funds has been added. Players assessed 2 suspension Points at a tournament may not receive a reimbursement for that tournament, and players that have 6 or more Suspension Points on their record at any time are not eligible for reimbursement.

A discussion ensued wherein Ms. DeSchane commented on the Budget & Finance Committee's philosophy on evaluating requests on their financial viability. She noted that NorCal is in a strong financial position from a

reserves perspective. Mr. Walker noted that we need to be careful not to set up future expectations and that the impact should be considered. Board members expressed their opinion on this request and members agreed on the importance of the TAG Program. Following discussion, the following motion was duly made by Mr. Scalese, seconded by Ms. Airola-Murveit, and **approved** by a vote of 15 in favor, 0 opposed, and 0 abstentions.

RESOLVED: That, effective immediately, the USTA NorCal Tournament Assistance Grant (TAG) Program attached as Exhibit C be adopted.

RESOLVED FURTHER: That, effective immediately, \$30,000 be added to the 2024 Junior Department Budget for the Tournament Assistance Grant (TAG) Program to provide TAG Grants to up to 75 players.

RESOLVED FURTHER: That implementation of the TAG Program in subsequent years shall be dependent on funding for the program allocated in the annual budget.

12. Action Item: Community Tennis Grants

Ms. Verhoeven presented the Action Item of the Community Programs Committee to add \$20,000 to the budget so that USTA NorCal may continue to increase and develop more grassroots programs. The existing budget is \$20,000, and this addition would bring the total 2024 budget for the program to \$40,000. The proposal also seeks to include the \$40K amount in future year's budgets for this program. The impetus for this proposal is the success of previous grants offered in the beginning of the year and the discovery of additional public facilities that need basic improvements. The Committee intends to further expand outreach in the hope of growing participation, elevate player experience, and help restore public courts amenities.

This proposal was submitted to the Budget & Finance Committee for review and is in support of this proposal. Ms. Costamagna raised the issue about funding past 2024 which should be considered during the 2025 budgeting process and that the second part of the request should be tabled.

Following discussion, the following motion was duly made by Ms. Costamagna, seconded by Mr. Pasqua, and **approved** by a vote of 15 in favor, 0 opposed, and 0 abstentions.

RESOLVED: That, effective immediately, \$20,000 be added to the 2024 USTA NorCal Community Program Grant budget to provide for additional grants during 2024 for this program.

13. Action Item: Community Tennis Grants

Ms. Verhoeven presented the Action Item of the Community Programs Committee to increase the Community Program Grants budget by \$10,000, all of which will be allocated specifically for advocacy efforts. The Committee believes these advocacy funds will be instrumental in fostering and sustaining dynamic relationships with pivotal community entities such as city and county officials, park and recreation departments, school boards, and other key stakeholders. This grant is to specifically help volunteers to activate and engage, aiming to bridge or solidify partnerships that are essential in advancing USTA NorCal's goals and initiatives. Long-term the Committee hopes by designating funds to the advocacy effort it will maximize the growth and awareness of USTA NorCal resources which will result to a long-term growth.

This proposal was submitted to the Budget & Finance Committee for review and is in support of this proposal. It was noted that this request appears to be more of a stipend for reimbursable expenses. And, it was suggested that an assessment be done on the amount of expenses to determine the appropriate amount for stipends in the budget. In addition, any request beyond 2024 should be part of the upcoming budgeting process.

Following discussion, on a motion was duly made by Ms. Costamagna, seconded by Mr. Olmstead, and **approved** by a vote of 15 in favor, 0 opposed, and 0 abstentions, the Board approved tabling this Action Item and sending it back to the Community Programs Committee for further review.

14. Action Item: Increase Total of D&I College Scholarship Awards

Ms. Verhoeven presented the Action Item of the Diversity & Inclusion (D&I) Committee to increase the funds for D&I college scholarships. The current scholarship awards have been set at \$2K per year/\$8K total value for the past 20 years. To keep up with the current cost of tuition, the Committee believes NorCal needs follow suit with respect to the amount we award in D&I scholarships. Increasing the scholarship payouts to \$5K per year/\$20K total value will increase the number of applications, and provide needed financial support to students who on average are paying \$27,000 per year in tuition. The D&I Committee will continue to monitor the cost of college tuition on a yearly basis to ensure that the scholarship award amounts are in par with the current landscape.

The 2024 College Scholarship winners will be selected at the July D&I Committee meeting. This year 11 students submitted applications.

This proposal was submitted to the Budget & Finance Committee for review and is in support of this proposal.

A lengthy discussion ensued concerning the Action Item. It was noted that 2025 and beyond should be considered in the budgeting process. The Budget & Finance Committee discussed the costs of the scholarships as well as the number of candidates. Mr. Pasqua suggested that if the scholarship dollars increased, more candidates may apply. Mr. Walker noted that NorCal needs to look at funding sources to avoid increasing deficits and that no funding is provided from National. The Board discussed ways to increase the visibility of these scholarships. Mr. Walker noted that this could be an opportunity to fundraise to underwrite the scholarships and President Sloan talked about the reconstitution of the USTA NorCal Foundation.

Following discussion, the following motion was duly made by Mr. Olmstead, seconded by Mr. Wheeler, and **defeated** by a vote of 6 in favor, 8 opposed, and 0 abstentions.

WHEREAS: A total of \$32,000 is currently budgeted for USTA NorCal to award four college scholarships annually, the Althea Gibson Scholarship, Arthur Ashe Scholarship, Pancho Gonzales Scholarship, and Michael Chang Scholarship, which scholarships are for \$8,000 each and are paid out over four years of college in \$2,000 increments per year.

RESOLVED: That, effective with the scholarships awarded in 2024, the value of the scholarships be increased from \$2,000 per year to \$5,000 per year, for a total value per scholarship of \$20,000.

RESOLVED FURTHER: That, effective immediately, \$12,000 be added to the 2024 Community Programs Budget to increase the value of the four college scholarships awarded this year.

RESOLVED FURTHER: That, for 2025 and beyond, the budgeted amount in the Community Program Budget to account for the increase in the value of the scholarships, with the totals for each year allocated in the Community Programs Budget as follows:

\$56,000 in 2025 (8 \$2K payouts for Juniors & Seniors; 8 \$5K payouts for Freshmen & Sophomores)
\$68,000 in 2026 (4 \$2K payouts for Seniors; 12 \$5K payouts for Freshmen, Sophomores & Juniors)
\$80,000 in 2027 and beyond (16 \$5K payouts for all students)

Further discussion ensued about having this Action Item referred back to the D&I Committee for review with the Finance team. It was suggested that the Board approve just the 2024 funding need.

Following discussion, the following motion was duly made by Mr. Panconi, seconded by Mr. Winn, and **approved** by a vote of 13 in favor, 0 opposed, and 0 abstentions.

WHEREAS: A total of \$32,000 is currently budgeted for USTA NorCal to award four college scholarships annually, the Althea Gibson Scholarship, Arthur Ashe Scholarship, Pancho Gonzales Scholarship, and Michael Chang Scholarship, which scholarships are for \$8,000 each and are paid out over four years of college in \$2,000 increments per year.

RESOLVED: That, effective with the scholarships awarded in 2024, the value of the scholarships be increased from \$2,000 per year to \$5,000 per year, for a total value per scholarship of \$20,000.

RESOLVED FURTHER: That, effective immediately, \$12,000 be added to the 2024 Community Programs Budget to increase the value of the four college scholarships awarded this year.

Ms. DeSchane and Mr. Walker raised concerns about this vote as further information was needed and that there was the lack of financial clarity. Ms. Costamagna and Mr. Wheeler explained the course of action to rescind the vote.

The following motion was duly made by Ms. Costamagna, seconded by Ms. Airola-Murveit, and **approved** by a vote of 13 in favor, 0 opposed, and 0 abstentions, to rescind the vote that was just taken and to refer the Action Item back to the D&I Committee for review with the Finance team.

Mr. Chaudhuri left at the beginning of this presentation.

15. Action Item: D&I Charter Amendment

Ms. Verhoeven presented the Action Item of the D&I Committee to amend its charter. In April 2023, the Board approved the Diversity, Equity & Inclusion Grant Program. At that time, it did not also amend the Diversity & Inclusion Committee's Charter to permit it to award grants under this program, as it has for done

other committees. This amendment seeks to give such authority to award grants and stipends once criteria has been approved by the Board. It also grants authority to select coaches for opportunities and to select scholarship recipients related to charge of the Diversity & Inclusion Committee.

It is noted that the Committee mistakenly submitted grant approvals on the Delegated Authority Report, and this was not caught by the Board during its review of those decisions. Included in the proposal is a ratification of any decisions made in the past.

Following discussion, the following motion was duly made by Mr. Pasqua, seconded by Mr. Olmstead, and **approved** by a vote of 14 in favor, 0 opposed, and 0 abstentions.

RESOLVED: That, effective immediately, the Delegation of Authority section of the Charter for the USTA NorCal Diversity & Inclusion Committee is hereby amended as set forth below (underlined language is proposed to be added; stricken through language is proposed to be deleted).

Delegation of Authority

~~This Committee has not been delegated any authority by the USTA NorCal Board of Directors. The only authority specifically delegated to the Committee by the Board is set forth below:~~

- The Committee is authorized to select organizations and individuals to receive grants and stipends, based on criteria previously approved by the USTA NorCal Board.
- The Committee is authorized to select coaches to participate in workshops, training, or other related opportunities, based on the criteria previously approved by the USTA NorCal Board and/or the USTA.
- The Committee is authorized to select winners of college scholarships based on the criteria previously approved by the USTA NorCal Board.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for Approval.

RESOLVED: That, effective immediately, the grants, stipends, scholarship recipients, and coaches selected to participate in special workshops, trainings or other related opportunities approved by the Diversity & Inclusion Committee prior to the adoption of the Charter amendment, some of which have been submitted to the NorCal Board of Directors on the Delegated Authority Report, are hereby ratified.

16. Action Item: Diverse Coaches Development Summit Stipend

Ms. Verhoeven presented the Action Item of the D&I Committee to award a \$1,600 stipend to each of the two NorCal coaches selected to attend the Diverse Coaches Development Summit. Stipends for these amounts were awarded in 2023. Launched in 2023, the Summit is a gathering of current and aspiring tennis coaches, representing all backgrounds and levels of experience. Through a lens of inclusion and belonging, the conference aims to support the growth and development of diverse tennis coaches, providing the tools and resources necessary for them to be successful and help their players thrive. The cost of Registration has already been covered by the USTA National DEI staff for our two selected coaches.

This proposal was submitted to the Budget & Finance Committee for review and is in support of this proposal.

Following discussion, the following motion was duly made by Ms. Costamagna, seconded by Ms. Barnes, and **approved** by a vote of 14 in favor, 0 opposed, and 0 abstentions.

RESOLVED: That, effective immediately, \$3,200 be added to the Community Program Grant Budget to create two travel stipends, for up to \$1,600 each, to provide financial assistance for two NorCal coaches to attend the 2024 Diverse Coaches Development Summit to be held June 21 to 23, 2024 in Orlando at the USTA National Campus.

RESOLVED FURTHER: That the travel stipends must be used to cover airfare, lodging, ground transportation, and meals and expenses will be reimbursed up to the stipend amount when receipts are provided.

RESOLVED FURTHER: The selection of Stephanie Kusano Wallace and Larry Atkins as the coaches to receive the grants is here by approved.

17. Action Item: USTA NorCal E-Store

Ms. Nicholson presented the Action Item of the Marketing Committee to select Shopify as the preferred platform for establishing the e-store. She reported that NorCal did a comparison of three different platforms and that Shopify offers a robust, user-friendly and scalable solution to meet NorCal's business objectives. She noted that the e-store will have a soft launch along with the new NorCal website in July. She also noted that NorCal selected Printify as the drop shipping platform. She explained how the process would work along

with pricing which includes a nominal monthly fee for both platforms and noted that they are currently included in the 2024 budget. She then responded to questions concerning risks, inventory and benefits.

This proposal was submitted to the Budget & Finance Committee for review and is in support of this proposal.

Following discussion, the following motion was duly made by Mr. Winn, seconded by Mr. Hesotian, and **approved** by a vote of 14 in favor, 0 opposed, and 0 abstentions.

RESOLVED: That, effective immediately, USTA NorCal will develop an e-commerce platform using Shopify, and integrate a drop shipping/print-on-demand service using Printify, to enhance our e-store operations.

Ms. Bauer joined the meeting.

18. USTA NorCal Website Update

Ms. Bauer provided an update on the NorCal website. Referring to her presentation that was provided to the Board, she reviewed screenshots of the site and commented on the benefits and enhancements and that work is still underway to finalize it. She reviewed the launch plan noting that that the new website is expected to go live on July 30. She reviewed the weekly targets leading up to the launch as well as the various communication channels to be used to socialize it. She also reviewed the post launch activities. She then responded to general questions concerning the new website.

Ms. Bauer left the meeting at the conclusion of her presentation.

19. Delegated Authority Decision Report

President Sloan directed the Board's attention to the report of decisions made by Committees that were within the clearly defined scope of authority that the Board has delegated to the Committees in the applicable Committee Charters, a copy of which was distributed with the meeting packet. She noted that the report contains the following decisions:

- Consideration of 10 grievances filed with the Adult Leagues Grievance Committee
- Consideration of 1 grievance filed with the Adult Leagues Grievance Appeals Committee
- Consideration of 45 NTRP Self-Rate appeals filed with the NTRP Self-Rate Appeals Committee
- Approval by Junior Council of NorCal's nominee for the 2024 USTA Bill Talbert Sportsmanship Award - Karan Raghavendra

President Sloan explained that if the Board disagrees with any action, it may consider taking further action as it deems appropriate. Following the presentation of the Report, the Directors had neither questions, comments, nor objections to the actions taken by the Committees.

20. New & Returning Organization Members

Mr. Wenger presented the report of 5 new and 9 returning Organization Members since the last time the Board met on May 15, 2024, so that the Board may fulfill its obligation to review such report pursuant to USTA NorCal Bylaw III.D. He noted that there is a slight decline in Organization Members.

21. Treasurer's Report

Ms. DeSchane directed the Board's attention to the financial statements distributed with the meeting packet.

- The cash/cash equivalents balance as of April 30, 2024 was \$5,304,790 versus the March 31, 2024 balance of \$5,338,716.
- Net income for the month of April 2024 was (\$154,094) versus the March 2024 balance of \$110,909.
- The income statement for April 2024 plus ROY Forecast was (\$203,108) versus the March 2024 plus ROY Forecast balance of (\$183,282).
- The Budget & Finance Committee continues to welcome and encourage opportunities to invest in section programming to continue our mission to promote and develop the growth of tennis in Northern California.

22. President's Report

- Review of Topics Presented to the President's Call on June 3: President Sloan reviewed with the Board various topics discussed, including the Women's Sports Foundation Mental Health Research and Succession Planning. She noted that the presentations were included in the meeting packet.
- SheRallies Sip & Serve Summit: President Sloan commented on the inaugural Women's Tennis Summit and specifically called out the excellent speakers.
- Section Connection: President Sloan noted that plans are underway for the November event.

President Sloan asked the Directors to review her written report for other important information.

23. Executive Director's Report

In addition to the NorCal program statistics and written report included in the meeting packet, Ms. Verhoeven's in-meeting presentation included the following:

- US Open & NorCal Dinner. The registration deadline is July 26 and that the dinner will be held on Saturday, August 31.
- She Rallies Serve & Sip Summit. The event had 94 registered guests and 11 vendors. Survey results were very positive.
- 2MYNDS Partnership: NorCal has entered into a partnership with 2MYNDS, a leading mental fitness training start-up with the mission to help individuals and organizations to thrive at life.
- USTA Red Ball: Currently USTA is in the pilot phase for hosting pilots for adults and juniors. Specific goals and programming were outlined.
- Marketing: Three webinars have been completed in conjunction with the growth catalyst grant and that 2 paid sponsor emails with HRT Tennis Academy and Nike Tennis Camps added \$6,000 in revenue. Major campaigns were also discussed.
- Operations & Strategy: Rose Aguilar left NorCal and Bernadette Lange was hired as the new Controller. The part-time officials role has been changed to a full-time position. Various ADA office improvements are underway.

Ms. Verhoeven asked the Directors to review her written report for other important information, including important events happening during the next several months.

24. Delegate's Report

Mr. Scalese reported on the US Open focus, the national committee appointment process and the possibility of an upcoming call item.

25. Adjournment

Following the announcement that the next meeting will be on Wednesday, July 17, 2024. With no objection, the meeting was adjourned at 10:26 pm.

Respectfully submitted,
Chrissie Costamagna, Acting Secretary

This document contains all committee recommendations made (or not included) since the previous board meeting on May 15, 2024.

Junior Council

- 1. Tournament Entry Fees - 10% Increase Beginning in 2025.** This resolution was at a meeting held June 12, 2024 by a vote of 3 in favor, none opposed, no abstentions and one recusal by Luis Reis whoss organization runs sanctioned junior tournaments.

RESOLVED: That, effective immediately if approved by the USTA NorCal Board, the entry fees for junior tournaments which are set forth in USTA NorCal Junior Tournament Regulation 6.E. shall be increased as set forth below (underlined language is proposed to be added; stricken-through language is proposed to be deleted).

6. Player Entry.
E. Entry Fees.

Table 1: Maximum Entry Fees			
The fees in parentheses are the actual fees that will appear on the Serve Tennis Tournament Home Page when the maximum fee is charged. These fees include the administration fee charged by Serve Tennis for processing the entry.			
Level	Singles Entry Fee	Doubles Entry Fee Per Player (When Held with Singles)	Doubles-Only Tournament Entry Fee Per Player
Level 7	<u>\$68.00 (\$72.02)</u> \$63.00 (\$65.80)	<u>\$7.00 (\$7.77)</u> \$6.00 (\$6.74)	<u>\$30.00 (\$31.61)</u> \$27.00 (\$28.50)
Level 6 Ratings Round Robins	<u>\$88.00 (\$91.71)</u> \$80.00 (\$83.42)	n/a	n/a
All Other Level 6	<u>\$80.00 (\$83.42)</u> \$73.00 (\$76.17)	<u>\$8.00 (\$8.81)</u> \$7.00 (\$7.77)	<u>\$39.00 (\$40.93)</u> \$36.00 (\$37.82)
Level 5 Super Series	<u>\$94.00 (\$97.83)</u> \$86.00 (\$89.64)	n/a	n/a
Level 5 Dominant Duo	<u>\$106.00 (\$110.36)</u> \$97.00 (\$101.04)	n/a	n/a
All Other Level 5	<u>\$89.00 (\$92.75)</u> \$81.00 (\$84.46)	<u>\$8.00 (\$8.81)</u> \$7.00 (\$7.77)	<u>\$44.00 (\$46.11)</u> \$40.00 (\$41.97)
Level 4 Super Series	<u>\$105.00 (\$109.33)</u> \$96.00 (\$100.00)	n/a	n/a
Level 4 Dominant Duo	<u>\$119.00 (\$123.83)</u> \$108.00 (\$112.44)	n/a	n/a
All Other Level 4	<u>\$100.00 (\$104.15)</u> \$91.00 (\$94.82)	<u>\$9.00 (\$9.84)</u> \$8.00 (\$8.81)	<u>\$49.00 (\$51.30)</u> \$45.00 (\$47.15)
Level 3	<u>\$109.00 (\$116.58)</u> \$102.00 (\$106.22)	<u>\$9.00 (\$9.84)</u> \$8.00 (\$8.81)	<u>\$55.00 (\$57.51)</u> \$50.00 (\$52.33)
Level 4, 5 and 6 Team Tournaments	Entry Fee to be determined at the time of sanctioning.		

Rationale: NorCal last made an entry fee increase in December 2022 that took effect with the 2023 tournaments. At that time a 10% increase was approved for Level 6s, and a 5% increase was approved for all other Levels. Staff continues to receive feedback regarding the increasing cost of running tournaments. This includes costs associated with court rentals and other facility fees, officials, balls, awards and insurance. This new 10% increase that will take effect in 2025 is intended to offset the increasing costs.

- 2. Authority to Cancel Tournaments.** This resolution was at a meeting held June 12, 2024 by a vote of 4 in favor, none opposed, and no abstentions.

RESOLVED: That, effective immediately, Regulation 27 of the USTA NorCal Junior Tournament Regulations be amended as set forth below to give the USTA NorCal staff the authorization to cancel a tournament upon request (underlined language is proposed to be added; stricken-through language is proposed to be deleted)

27. Cancellation of Tournaments.

A. Authorization by Staff to Cancel Tournament. Notwithstanding subparagraphs B. and C. below, USTA NorCal staff may, upon the request by the Tournament Committee, and when good cause is shown, authorize:

- The cancellation of a tournament; or
- The cancellation of one or more days of play, one or more days before the start date of the tournament.

AB. Level 7 Tournaments. The Tournament Committee may make the decision to cancel all matches in an event or the entire tournament, no more than 24 hours prior to the start of the tournament. The Tournament Committee is responsible for notifying all registrants about the cancellation and processing refunds per the refund guidelines.

BC. Level 6, 5, 4, and 3 Tournaments. The Tournament Committee will not make the decision to cancel all matches for the remainder of the day until at least 12 Noon of the day in question, or the remainder of the tournament until at least 12 Noon of the last scheduled day of play.

Rationale: From time to time the USTA NorCal staff has received requests to cancel junior tournaments after entries close, and in some cases, after selection of players. There are a variety of reasons for these requests, including:

- The number of entries would result in a significant net loss incurred by the Organization.
- Rain is imminent and if a tournament were to not cancel, families would have a high likelihood of waiting for numerous updates before cancellation. In some cases, cancelling a day of play in advance lets a tournament schedule the entire event to take place on one day and therefore maximizes play and ranking point opportunities.
- Rain is imminent and holding the tournament would result in a significant shortening of match formats or round cancellations, which would impact the overall player experience.
- Rain is imminent and if the tournament is not held, the Organizer would incur significant non-refundable court fees that must be paid if the tournament is not cancelled several days before it is scheduled to start.
- The Air Quality Index as a result of fires makes it unhealthy for players to participate.

NorCal staff has made the decision to authorize cancellations under these circumstances, despite the fact that the USTA NorCal Junior Tournament Regulations do not specifically authorize the cancellation. This proposal would formally give the staff the authority to cancel when good cause is shown by the organizer.

3. Selection Deadline for Level 3 Sectionals and Level 4 Excellence. This resolution was at a meeting held June 12, 2024 by a vote of 4 in favor, none opposed, and no abstentions.

RESOLVED: That, effective immediately, Table 2 of Regulation 7 of the USTA NorCal Junior Tournament Regulations be amended as set forth below to require tournaments with wild cards to wait to select until notification from USTA NorCal Staff (underlined language is proposed to be added).

7. Deadlines for Tournament Entry, Tournament Selection, and Publication of Draws.

A. Entry Deadlines. Table 2 sets forth the deadlines for players to submit a timely entry. See Regulation 6.G. for information on Late Entries.

B. Deadlines for Publishing Player Selection. Table 2 sets for the deadlines for a Tournament Committee to publish the list of players selected for a tournament and the list of ordered alternates.

C. Deadlines for Publishing Draws with Start Times. Table 2 sets for the deadlines for a Tournament Committee to publish all draws in a tournament with start times.

Table 2: Deadlines for Tournament Entry, Doubles Partner Notification, Tournament Selection, and Publication of Draws

Level	Entry Deadlines	Doubles Partner Notification Deadlines ³	Player & Team Selection Deadlines ⁴	Publication of Draws with Start Times ⁵
Level 7	2:59 pm Pacific Time, five (5) days before the date of the tournament.	No later than the end of the day four (4) days before the start date of the tournament.	Three (3) days before start of the tournament.	10:00 am Pacific Time two (2) days before the start of the tournament
Level 6¹	2:59 pm Pacific Time, six (6) days before the date of the tournament.	No later than the end of the day five (5) days before the start date the tournament.	Four (4) days before start of the tournament.	10:00 am Pacific Time three (3) days before the start of the tournament
Doubles-Only Level 3, Level 4, Level 5²	2:59 pm Pacific Time, two (2) Wednesdays before the start date of the tournament.	No later than the end of the day on Thursday following the entry deadline.	The Friday following the Tuesday entry deadline for the tournament.	10:00 am Pacific Time three (3) days before the start of the tournament.
Level 5²	2:59 pm Pacific Time, two (2) Wednesdays before the start date of the tournament.	No later than the end of the day on Thursday following the entry deadline in order for eligible teams to be selected the next day.	The Friday following the Tuesday entry deadline for the tournament.* <u>*For Level 3 Sectional Championships and Level 4 Excellence Tournaments, only, selection may not be done or finalized until authorized by USTA NorCal.</u>	10:00 am Pacific Time three (3) days before the start of the tournament
Level 4		The Final Deadline is Monday at 5:00 pm Pacific Time following the entry deadline. See Regulation 12 for team the selection procedures.		
Level 3				

No adjustment to these deadlines may be made without the written consent of USTA NorCal.

- 1 If a Level 5 is held concurrently with the first weekend of a Level 3 or Level 4, the Level 5 deadlines will be adjusted to the deadlines for a Level 6. If a Level 5 is held concurrently with the second weekend a Level 3 or Level 4, the Level 5 deadlines will be adjusted to the deadlines for a Level 7.
- 2 If a Level 6 is held concurrently with the second weekend a Level 3 or Level 4, the Level 6 deadlines will be adjusted to the deadlines for a Level 7.
- 3 Doubles players that have not previously entered as a team must notify the Tournament Committee of the partnership by this deadline. This does not apply to tournaments that use the Dominant Duo format, which require entering with a partner by the entry deadline.
- 4 If a tournament has wild cards and the entries have exceeded the draw limit, the number of players or teams selected will be reduced by the number of wild cards. For example, if the draw limit is 32 and there are 2 wild cards, 30 players will be selected.
- 5 When a tournament is held over two weekends, the start times for the second weekend will be published the of days in this column before the start of the second weekend of the tournament.

Rationale: Level 3 Sectional Championships and Level 4 Excellence Tournaments include Wild Cards and also permit players to enter multiple divisions without penalty. The latter is done to allow players to play in the highest age division for which they qualify and result in the need to analyze multiple entry lists so that player are only accepted into one age division. Wild Cards and concurrent entries require the NorCal staff and Wild Card committee to finish work before players are selected. From time to time, a Tournament Committee finalizes selection before this work is done, creating administrative issues for the affected Tournaments, players, and staff because once selection is finalized in Serve Tennis changes can't be made before credit cards are charged. This proposal clarifies that selection must not be done and finalized for these Tournaments until authorized by USTA NorCal Staff.

2025 USTA NorCal League Calendar

EXHIBIT B

Early Start 2025 Adult 40 & Over Reno/Tahoe - Must be completed by September 15, 2025

Team registration: July 8, 2024
Season opens: August 19, 2024
Playoffs: December 5-8, 2024; December 12-15, 2024
Sectionals: May 9-11; 16-18, 2025

Closes: July 29, 2024
Season Closes: November 17, 2024

Early Start 2025 Mixed 18 & Over Reno/Tahoe - Must be completed by September 29, 2025

Team registration: July 8, 2024
Season opens: August 19, 2024
Playoffs: December 5-8, 2024; December 12-15, 2024
Sectionals: April 25-27, 2025

Closes: July 29, 2024
Season Closes: November 17, 2024

2025 Adult 40 & Over League - Must be completed by September 15, 2025

Team registration: November 4, 2024
Season opens: January 6, 2025
Playoffs: April 3-6; April 10-13, April 17-20, 2025
Sectionals: May 9-11; 16-18, 2025

Closes: December 2, 2024
Season Closes: March 16, 2025

2025 NorCal Adult 40 & Over Daytime League

Team registration: November 4, 2024
Season opens: January 6, 2025
Playoffs: March 24-28; March 31-April 4; April 7-11, 2025
Sectionals: May 9-11; 16-18, 2025

Closes: December 2, 2024
Season Closes: March 14, 2025

2025 Mixed 18 & Over League - Must be completed by September 29, 2025

Team registration: November 4, 2024
Season opens: January 6, 2025
Playoffs: March 27-30; April 3-6; April 10-13, 2025
Sectionals: April 25-27, 2025

Closes: December 2, 2024
Season Closes: March 16, 2025

2025 NorCal Adult 65 & Over Daytime League

Team registration: December 2, 2024
Season opens: February 3, 2025
Playoffs: April 21-25; April 28-May 2, 2025
Sectionals: May 20-22, 2025

Closes: January 6, 2024
Season Closes: April 11, 2025

2025 Adult 18 & Over League - Must be completed by September 8, 2025

Team Registration: January 20, 2025
Season opens: April 7, 2025
Playoffs: June 26-29, July 10-13; July 17-20, 2025
Sectionals: August 8-11; 15-17, 2025

Closes: February 18, 2025
Season closes: June 15, 2025

2025 NorCal Adult 18 & Over Daytime League

Team Registration: January 20, 2025
Season opens: April 7, 2025
Playoffs: June 23-27, July 7-11; July 14-18, 2025
S: August 8-11; 15-17, 2025

Closes: February 18, 2025
Season closes: June 13, 2025

2025 Adult 55 & Over League - Must be completed by September 29, 2025

Team Registration: January 20, 2025
Season opens: March 17, 2025
Playoffs: June 5-8; June 12-15; June 19-22, 2025
Sectionals: July 11-13, 2025

Closes: February 18, 2025
Season closes: May 25, 2025

2025 Mixed 40 & Over League - Must be completed by September 29, 2025

Team Registration: April 21, 2025
Season opens: June 9, 2025
Playoffs: August 21-24; September 4-7; September 11-14, 2025
Sectionals: September 26-28, 2025

Closes: May 19, 2025
Season closes: August 17, 2025

2025 NorCal Adult 70 & Over Daytime League

Team registration: June 23, 2025

Season opens: August 25, 2025

Playoffs: November 10-14; November 17- 21, 2025

Sectionals December 9-11, 2025

Closes: July 28, 2025

Season Closes: October 31, 2025

2025 NorCal Combo League

Team registration: June 23, 2025

Season opens: August 25, 2025

Playoffs: November 13-16; November 20- 23; December 4-7, 2025

Sectionals Early 2026

Closes: July 28, 2025

Season Closes: November 2, 2025

2025 NorCal Combo Daytime League

Team registration: June 23, 2025

Season opens: August 25, 2025

Playoffs: November 10-14; November 17-21; December 1-5, 2025

Sectionals Early 2026

Closes: July 28, 2025

Season Closes: October 31, 2025

2025 NorCal Mixed 55 & Over League

Team registration: June 23, 2025

Season opens: August 25, 2025

Playoffs: November 6-9; November 13-16; November 20-23, 2025

Sectionals: December 5-7, 2025

Closes: July 2 8, 2025

Season Closes: November 2, 2025

Tournament Assistance Grant (TAG) Program Overview

The TAG program provides economically disadvantaged players with a discount on junior tournament entry fees. Funding for this program is determined on an annual basis by the USTA NorCal Board of Directors.

Junior Player Eligibility. Only players that meet the following requirements may apply for a TAG:

- USTA NorCal junior members who meet the Residency Requirements set forth in Regulation IV. of the USTA Junior Tournament, Ranking, and Sanctioning Regulations; and
- The Adjusted Gross Income on the most recently filed tax return(s) of applicant’s primary custodial parent(s) or legal guardian(s) must be equal to or less than the Modified Adjusted Gross Household Income as determined in the Federal Poverty Guidelines (see below). These thresholds are based on the number of persons living in the family household and are adjusted from time to time by the government. Tax returns will be destroyed once the Adjusted Gross Income is verified.

2024 Federal Poverty Guidelines	
Persons in Family Household	Modified Adjusted Gross Household Income
1	\$75,300
2	\$102,200
3	\$129,100
4	\$156,000
5	\$182,900
6	\$209,800
7	\$236,700
8	\$263,600
<i>For families/households with more than 8 persons, add \$26,900</i>	

Maximum TAGs Per Year

Up to 75 players will be awarded TAGs in 2024. This number will be adjusted annually based on the funding allocated to the program. Approved applicants (also known as TAG Participants) are eligible to receive reimbursements equivalent to 50% of an entry fee for up to 10 Authorized USTA NorCal Tournaments each calendar year (January 1-December 31), which total amount may not exceed \$400 per player per year.

Authorized USTA NorCal Tournaments

The following are considered Authorized USTA NorCal Tournaments:

- Any USTA NorCal junior tournament sanctioned by USTA NorCal that counts for junior ranking; and
- Any junior tournament for which a NorCal player is selected to represent USTA NorCal on a team, *except* any such team tournament that otherwise provides for a player stipend paid by USTA NorCal or the USTA.

TAG Application & Approval of TAG Participants

- USTA NorCal shall publish all information regarding the TAG Program, including the TAG Application, to its website.
- An eligible player may apply to participate in the TAG Program at any time during a calendar year by completing and submitting the TAG Application. A new TAG Application must be submitted for each calendar year.
- The TAG Application shall include a request for Adjusted Gross Income on the most recently filed federal tax return and shall require that a copy of the most-recently filed tax return accompany the TAG Application.
- USTA NorCal staff will determine the eligibility of the applicants based on the eligibility criteria.
- All Applicants will be notified by USTA NorCal as to whether the Application has been approved. Approved applicants are known as TAG Participants.

Eligibility for Reimbursement for an Authorized USTA NorCal Tournament

- **Sportsmanship:** TAG Participants shall maintain a high level of good sportsmanship. TAG Participants shall not receive a TAG reimbursement for a tournament if they are assessed two (2) or more suspension points during the tournament. Additionally, any player that has six (6) or more suspension points on their record at any time is not eligible to receive a TAG reimbursement for a tournament.
- **Play to Completion:** TAG Participants are required to play a tournament for which they are requesting a TAG reimbursement to completion. For the purposes of the TAG Program, this means a player must not have withdrawn from the tournament without playing a match or withdrawn after the start of the tournament for reason other than injury, illness, or personal circumstance. Matches won by withdrawal, walkover, default and retirement count as playing a match.

Procedure for Reimbursement:

- USTA NorCal shall publish all information regarding requesting a reimbursement, including the Reimbursement Request Form, to its website.
 - No later than seven (7) days after the last day of an Authorized USTA NorCal Tournament, a TAG Participant must formally request to receive the TAG reimbursement using the Reimbursement Request Form. Failure to request a TAG within the 7-day time limit will be denied. Information on how to submit a TAG reimbursement requested will be posted to the USTA NorCal website and sent to all TAG Participants.
 - USTA NorCal staff will determine whether the TAG Participant has met the Sportsmanship and Play to Completion eligibility requirements required for reimbursement.
 - TAG Participants that meet the Sportsmanship and Play to Completion grant eligibility requirements shall be sent a reimbursement to the address provided on the Application.
- Reimbursements may take up to 45 days to process.