

Minutes of the USTA NorCal Board of Directors
Wednesday, January 15, 2025
Offices of USTA NorCal - Alameda, CA

Directors Present: Andrea Barnes (Vice President), Shaun Chaudhuri, Christine Costamagna (President), Anoosh Davoudzadeh, Mike Dickey, Cheri King, Samir Mahir, Mylene Martin, Andrea Norman (Secretary), David Panconi, Craig Pasqua (Parliamentarian), Caroline Sheu, Pam Sloan (Delegate)

Directors Absent: Leslie Airola-Murveit, Nancy DeSchane (Treasurer)

Advisory Director Present: Jack Walker

Legal Counsel Present: Jonathan Madison

USTA NorCal Staff Present: Summer Verhoeven (Executive Director), Darren Wenger (Director of Operations)

Guests Present: Connie J. Chang, Xin Yang, Corazon Bellamy, Alan Bellamy, Stanford Quan, Xuezheng (Jean) Fan, Taeko (Tracy) Fujieda, Zuying (Tina) Gao, Shiyi H., Mo Horthong, Laurie Mak, Elain Zhao, Wei Zheng, Yangmei Zheng, Hurjane Vongsachang (captain), Vanessa Christine, Elizabeth Cheung, Shanshan (Nicole) Chen

1. Call to Order

President Costamagna called the meeting to order at 6:31 pm and roll call was conducted. She then asked Mr. Dickey to read the NorCal Mission Statement and Vision.

2. Approval of Agenda

The Board considered approval of the agenda, a copy of which was distributed with the meeting packet. President Costamagna announced she would like to move the public comments to closed session, and add a discussion item regarding a director vacancy after the closed session. There being no opposition, the agenda was announced approved as changed.

3. Approval of Minutes

The Board considered approval of the minutes of the meeting held December 11, 2024. Following discussion, the following motion was duly made by Ms. Norman, seconded by Ms. Sheu, and **approved** by a vote of 10 in favor, none opposed, and no abstentions.

RESOLVED: That the minutes of the meeting of the USTA NorCal Board of Directors held December 11, 2024, are hereby approved as presented.

Mr. Walker left the meeting for the duration of the Closed Session.

4. Closed Session

President Costamagna announced that the Board would be going into closed session. Following the conclusion of the closed session, President Costamagna 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:

Ms. King joined the meeting at the start of the Closed Session.

The meeting guests joined the meeting for the Public Comments section of the Closed Session.

Mr. Chaudhuri joined the meeting during the Public Comments.

- **Public Comments.** The Board heard comments from members of the USTA Adult League community regarding a pending grievance appeal.
- **Legal Updates.** The Board heard updates on outstanding legal issues.

Legal Counsel Jonathan Madison left the meeting following the legal updates.

- **Approval of Adult Tournament Sanctions.** The sanctions for Adult Tournaments listed below were **approved** following a motion duly made by Ms. Norman and seconded by Mr. Mahir. The vote was 11 in favor, none opposed, and one abstention by Craig Pasqua.

Date	Level	Divisions	Events	Organizer	Director	Location	Courts	Limit
March 8	Level 7	NTRP 18+ 3.0, 4.0, 5.0	WS, WD	Broadstone Sports Club	Chrys Atkinson	Folsom	16	8

Date	Level	Divisions	Events	Organizer	Director	Location	Courts	Limit
March 9	Level 7	NTRP 18+ 2.5, 3.5, 4.5	WS, WD	Broadstone Sports Club	Chrys Atkinson	Folsom	16	8

Ms. Barnes joined the meeting following the Closed Session.

Mr. Walker returned to the meeting following Closed Session.

5. Resignation of Michelle Nicholson from Board

President Costamagna announced that Director Michelle Nicholson had tendered her resignation from the Board. Pursuant to the NorCal Bylaw VII.L., whenever a vacancy occurs in the office of director, the Board of Directors may nominate and elect a new director at the next Regular Meeting of the Board of Directors to fill the unexpired term. The new director must meet the eligibility requirements of the Bylaws, including having been off of the Board for a full two full years to be considered for election. Additionally, the period served will be considered a full term for the purposes of determining term limits. Following discussion, and there being no objection, the Board agreed to leave the vacancy open.

6. Action Item: 2025 Monterey/Gilroy 2.5-3.0 Level 7 Tournament Monthly Series Incentive

Ms. Verhoeven presented the Action Item submitted by the Adult Tournament Committee to create an incentive for 2.5 to 3.0 Level 7 Tournaments to be held in the Monterey/Gilroy area. The proposal includes a request for \$3,450 in funding. She explained that the Committee is attempting to provide these tournaments, in partnership with the host organizations, at a lower cost for beginning players wanting to try Adult Tournaments.

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. Sheu, seconded by Mr. Paconi, and **approved** by a vote of 13 favor, none opposed, and no abstentions.

RESOLVED: That the 2025 Monterey/Gilroy 2.5-3.0 Level 7 Tournament Monthly Series Incentive be approved as follows:

USTA NorCal will offer:

- Balls for the event up to 4 cases (existing NorCal ball inventory will support the proposal without the need to request funds for balls)
- Player gift \$3000 (300 player gifts @ \$10 a piece (tax and shipping included) = 60 player gifts per event)
- Awards (possibly Medals) – \$450 (30 awards @ \$15 a piece (tax and shipping included) = 6 awards per tournament (Awards for champion, finalist, and consolation winner for 2.5 and 3.0 division)

As a condition, the tournament must charge a \$35 entry fee for singles and a \$25 entry fee for doubles.

RESOLVED FURTHER: That, effective immediately, \$3,450 be added to the 2025 Adult Tournament Budget for the 2025 Monterey/Gilroy 2.5-3.0 Level 7 Tournament Monthly Series as follows:

USTA NorCal Age Group Tournament Expenses	
Player gifts: \$10 per player for 300 (60 per event)	\$3,000
Awards: \$15 x 30	\$450
Total:	\$3,450

7. Action Item: Mid-Week Age Group Pilot Tournament

Ms. Verhoeven presented the Action Item of the Adult Tournament Committee to pilot a mid-week 3-day Level 6 Age Group Tournament for three age divisions. The proposal includes a request for a net \$3,010 in funding. She explained that the number of Age Group Tournaments in NorCal is very small. The option of hosting these tournaments during weekdays in the morning can help both the players (who often enjoy playing at that time) and the organizations, who often have empty courts in the mornings. Since these tournaments have not been traditionally offered at this time, this event would serve as a pilot and hopefully convince organizations of this option. The goal is to grow the offering for Age Group division players and increase participation in those tournaments.

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. King, seconded by Ms. Martin, and **approved** by a vote of 13 in favor, none opposed, and no abstentions.

WHEREAS: USTA NorCal will host a mid-week 3-day Level 6 Age Group tournament for 3 Age Divisions (MS, WS, MD and WD) in 2025 with draw limits of 8 players in singles and 4 teams in doubles.

NOW, THEREFORE BE IT RESOLVED: That, effective immediately, \$7,570 in expenses and \$4,560 in income be added to the 2025 Adult Tournament Budget to host Level 6 Age Group Tournament to be organized by USTA NorCal.

USTA NorCal Level 6 Age Group Tournament	
Expenses	Amount
Player gifts: \$10 per player for 104 players	\$1,040
Awards: \$15 x 36 awards (1st place) \$15 x 36 awards (2nd place)	\$1,080
Court Rental: ((12 x 6) + (6 x 3)) x \$25	\$2,250
Referee: \$300 per day	\$900
Meals	\$300
Lodging	\$1,200
Other Event Expenses (snacks, balls etc.)	\$800
Total Expenses:	\$7,570
Income	Amount
Singles Entry Fees (\$60 x 48 players)	\$2,880
Doubles Entry Fees (\$30 x 48 players)	\$1,680
Total Income:	\$4,560
Net Expense:	\$3,010

8. Action Item: 2025 Adult 70 & Over League Sectionals Reschedule. President Costamagna presented her Action Item to re-schedule the matches for the Adult 70 & Over League that were suspended due to rain in December 2024. This is a daytime league that is played during the week, including Sectionals, and is one that does not advance to a National Championship. The time the event was suspended there were seven matches left to be played, one match for all teams. The teams indicated they would either want to finish the Sectionals on a set rescheduled date or reschedule the final match on their own. These resolutions allow for this flexibility in rescheduling. Having the event rescheduled to March will allow time for the teams rescheduling on their own to agree on a date. In either case, a March date provides time to announce the new date to the players.

Following discussion, the following motion was duly made by Ms. Norman, seconded by Mr. Chaudhuri, and **approved** by a vote of 13 in favor, none opposed, and no abstentions.

RESOLVED: That effective immediately, the last date of the Adult 70 & Over League Sectionals that was rained out on December 12 be rescheduled for Wednesday, March 5, with a rain make-up date set for Wednesday, March 12, to be held at Mission Hills Swim and Racquet Club in Fremont.

RESOLVED FURTHER: Any team matches that are not able to be played on the reschedule dates may agree to play at their own facility before the March 5 under the following parameters:

- Captains must notify USTA NorCal of the date the match will be played by emailing mborjas@norcal.usta.com before the match.
- Match will follow same format as matches played during Sectionals (the best of 3 tiebreak sets with a 10-point Match Tiebreak played in lieu of the 3rd set).
- Match scores must be reported on the NorCal team pages.
- Captains will need to work together to coordinate and establish courts and times for matches. Although home and away teams are labeled on schedule, captains must both agree on the make-up date, time, and location.
- Teams must provide their own new balls. (NorCal LLAR).
- Teams who choose to play on their own, understand that they will not have any assistance or presence from USTA NorCal staff or USTA Officials.

- Team matches must be completed, and scores must be reported, by March 4. If matches are not reported by this date, the match must be played at the Sectionals site on the rescheduled date.
- In the event of a tie for standings, USTA NorCal will use the tie-break procedures stated on page 42 of the 2025 LLAR which will be conducted after all matches have been submitted
- Once champions and finalists are identified, USTA NorCal will mail out fence signs and medals to the recipients.
- Teams will still be allowed substitutions as long as they fall under the regulation (NorCal LLAR) No-show Substitution located on page 41 of the 2025 LLAR.
- If there are any clarification questions or any inquiries regarding the rescheduling of Adult 70 Sectional, please contact Martin Borjas (mborjas@norcal.usta.com).

Upon the request of Ms. Norman and Mr. Walker, the Adult Leagues Committee will consider incorporating rain-out alternatives into the annual Adult League Calendar to avoid having this type of issue come to the Board for consideration in the future.

9. Action Item: 2025 Adult League Sportsmanship Awards Program

President Costamagna presented the Action Item of the Adult Leagues Committee to put in place a program to award outstanding sportsmanship. Currently, for Adult Leagues, the only sportsmanship award given is at the Annual Adult Competition Awards. Awarding more sportsmanship awards throughout the year will encourage great sportsmanship and will regularly recognize players which places an emphasis and focus on great sportsmanship.

As part of this proposal, \$3,300 is being requested to cover the cost of 700 sportsmanship pins and the cost to possibly ship out the backpacks if the player has already left the site. Tennis Warehouse gift cards are already in hand and backpacks are sponsored by Penn through a National program.

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. Sloan, seconded by Ms. Barnes, and **approved** by a vote of 13 in favor, none opposed, and no abstentions.

RESOLVED: That, effective with the 2025 League season the Adult League Sportsmanship Awards Program be approved as set forth below:

Adult League Sportsmanship Awards Program

USTA NorCal wants to focus on sportsmanship in the Adult Leagues program. To accomplish this, USTA NorCal wants to launch a sportsmanship program that recognizes great sportsmanship experienced at league events.

1. Local League (12 - \$25 gift cards)

Players submit sportsmanship nominations year around for examples of great sportsmanship exhibited during local league matches. Each month, NorCal will recognize one nominated player with the sportsmanship recognition. In 2025, selected players will receive a \$25 Tennis Warehouse gift card. The selected player will also be spotlighted on the website and/or in the Adult League monthly email. Other examples of great sportsmanship for those not selected may also be featured.

2. Sectionals

- **Pins:** Players will have the opportunity to nominate other players during the Sectional Championships by completing a form that asks for description of how the player displayed great sportsmanship. Nominees will receive a sportsmanship pin.
- **Backpacks:** At the end of the event for each division, recognize a player who exhibited great sportsmanship during the event. Players, officials, and staff would cast votes with the ultimate decision being made by the Event Committee onsite (site Lead, tournament desk staff, and umpires). Sportsmanship Award winners would receive the backpack that is yearly sponsored by Penn.

RESOLVED FURTHER: That, effective immediately, \$3,300 be added to the 2025 Adult League budget for the Adult League Sportsmanship Awards Program as follows:

Item	Amount
Sportsmanship Pins 700 pins @ \$4 per pin Total pins needed is based on roughly 28 sites X 25 pins per site	\$2,800

Shipping	\$500
TOTAL	\$3,300

10. Action Item: Hall of Fame Selection Committee Charter & Procedures

Ms. Norman presented the Action Item to amend and restate the Hall of Fame Selection Committee Charter and procedures for selecting Hall of Fame inductees. The amendments include various clarifications as well as requests from the Committee to streamline and improve the procedure, all of which are summarized in the proposed resolutions.

Following discussion, the following motion was duly made by Ms. Norman, seconded by Mr. Dickey, and **approved** by a vote of 13 in favor, none opposed, and no abstentions.

RESOLVED: That, effective immediately, the Charter for USTA NorCal Hall of Fame Selection Committee is amended and restated as set forth on Exhibit A to:

- State that the chair may make recommendations to the President with respect to the appointment of members;
- Increase from 3 to 5, the number of Committee members that are inductees into the Hall of Fame;
- Require a non-inductee member who becomes under consideration for the Hall of Fame to abstain from attending any meeting at which their induction is under consideration;
- Increase the vote required for induction from 75% to 80%; and
- Delegate to the Committee the authority to set the application deadline date, if in a given year the date is not to be August 1.

(stricken-through language is proposed to be deleted; underlined language is proposed to be added).

RESOLVED FURTHER: That, effective immediately, the procedures for selecting persons for induction into the USTA NorCal Hall of Fame are hereby amended as set forth on Exhibit B to:

- Clarify that nominees can deviate from the criteria, provided they are approved by the Board for induction;
- Extend the time period a person nominated can be considered (without re-nomination) from 5 to 8 years;
- Change the nomination deadline from March 1 to August 1 each year;
- Require all deliberations on possible inductees to take place in closed session;
- Clarify the treatment of inductees who are not able to attend the Hall of Fame induction ceremony for two consecutive years;
- Permit a secret-ballot by Hall of Fame committee members to select inductees; and
- Increase the vote required for induction from 75% to 80%.

(stricken-through language is proposed to be deleted; underlined language is proposed to be added).

11. Action Item: Committee Names

Ms. Norman presented the Action Item to permit the use of committee names that differ from what appears in the Bylaws, some of which are already in use. In the case of the Officials and DEI Committees, this proposal conforms the names to those with similarly charged USTA national committees. Longer term, NorCal will be considering changing these through the formal Bylaw conforming change process, but in order to start this new term with names that won't change, the Board is being asked to approve this proposal to acknowledge the committee stated in the bylaws is also know by a different name.

Following discussion, the following motion was duly made by Ms. Norman, seconded by Mr. Mahir, and **approved** by a vote of 13 in favor, none opposed, and no abstentions.

WHEREAS: Article IX., Section B. of the NorCal Bylaws requires USTA NorCal to have:

- An Employment Relations Committee;
- A Diversity Committee; and
- An Umpires and Referees Committee.

NOW, THEREFORE BE IT RESOLVED: That, effective immediately, the Authority Section of the Charter for the USTA NorCal Employee Relations Committee is hereby amended as set forth below to name it based on the Bylaws, but also reference that it is also known as the "Employee Relations Committee:"

Authority

1. The Employment~~mentee~~ Relations Committee is a Committee of the Corporation established under Article IX of the Bylaws ~~(the "Committee")~~ of United States Tennis Association Northern California ("USTA NorCal"), which Committee shall also be known as the "Employee Relations Committee" (the "Committee").
2. [UNCHANGED]

RESOLVED FURTHER: That, effective immediately, the Authority Section of the Charter for the USTA NorCal Diversity & Inclusion Committee is hereby amended as set forth below to name it based on the Bylaws, but also reference that it is also known as the "Diversity Equity & Inclusion Committee:"

Authority

1. The Diversity ~~and Inclusion~~ Committee is a Committee of the Corporation established under Article IX of the Bylaws ~~(the "Committee")~~ of United States Tennis Association Northern California ("USTA NorCal"), which Committee shall also be known as the "Diversity, Equity, & Inclusion Committee" (the "Committee").
2. [UNCHANGED]

RESOLVED FURTHER: That, effective immediately, the Authority Section of the Charter for the USTA NorCal Umpires & Referees Committee is hereby amended as set forth below to reference that it is also known as the "Officials Committee":

Authority

1. The Umpires and Referees Committee is a Committee of the Corporation established under Article IX of the Bylaws ~~(the "Committee")~~ of United States Tennis Association Northern California ("USTA NorCal"), which Committee shall also be known as the "Officials Committee" (the "Committee").
2. [UNCHANGED]

12. Action Item: 2025 In-House League Program

Ms. Barnes presented the Action Item of the Junior Team Tennis/Local Play Committee for In-House Leagues, which includes the request for \$5,670 in 2025. In the past, USTA NorCal ran very successful In-House league programming through TennisLink. The leagues stopped during COVID and never officially restarted. These leagues were used as a feeder program for Travel Leagues and offered in areas where there weren't other teams to play against or for programs wanting to provide more supplemental match play for their players.

Based on piloting the league through Serve Tennis, NorCal has the ability to manage leagues through the Junior Circuit platform as a workaround until the Junior Team Tennis platform on Serve Tennis is ready to be used.

This proposal allows for more match play opportunities (especially during off seasons like winter); allows players to get Net Generation PlayTracker points and WTN credit where applicable; allows flexibility with formats; and the ability to charge their own program fee resulting in more revenue that goes back into the program.

The 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. King, seconded by Ms. Sloan, and **approved** by a vote of 13 in favor, none opposed, and no abstentions.

RESOLVED: That, effective immediately, the following budget for the In-House League Program is hereby approved:

USTA NorCal In-House League Program: In-House Leagues offer programs the opportunity to help develop their players internally without having to travel to play other teams in their area as they would in a Travel League. USTA NorCal will facilitate these League Programs through education and access to a platform to manage the league.

Organization of Program: Depending on the responses on the In-House League submission form, staff will determine how the league will operate, whether it's through Serve Tennis or TennisLink. Providers will be able to decide the cost of the player fee. Staff will facilitate the setup and training of the league and assist with any issues throughout the season.

Cost of Program: USTA NorCal will collect \$2 per player head tax for administration support from each In-House League Program. Any other fee associated with participating in the program is set and collected by the In-House League.

Program Requirements:

- Each Captain of an In-House League program must be Safe Play approved
- An In-House League must have a minimum of 12 players (3 players on each team)
- Each In-House League must have access to a minimum number of courts, as determined by USTA NorCal staff
- Players must have on file a current USTA NorCal participation waiver.

- All match scores must be entered in the platform used to facilitate the league (Serve Tennis or TennisLink)
- Must follow formats specific to the Junior Circuit space if using that module (for example, standard six game set, short set to four), and be open to the public

RESOLVED FURTHER: That, effective immediately, \$5,670 be added to the 2025 JTT Budget to implement the In-House League Program as follows:

In-House League Program Support - 10 programs (per season cost is below)	Per Season	Total Budget
In-House League Program Support - 10 programs (per season cost is below)	\$900	\$1800
Case of Balls (x 10 programs at \$90 per case)	\$480	\$1440
Medals (\$2 per medal x 240 gold/silver medals)	\$500	\$1500
Gift Card for End of Season Party (\$50 X 10 programs)	\$250	\$750
Postage & Shipping (Estimated)	(\$240)	(\$720)
TOTAL BUDGET REQUESTED FOR 2025 SEASONS (Spring, Summer, Fall)	\$1,890	\$5,670

13. Action Item: 2025 Net Generation Player Retention & Host Recruitment

Ms. Barnes presented the Action Item of the Junior Team Tennis/Local Play Committee for a plan to retain players and recruit league hosts, which includes the request for \$38,500 in 2025. This proposal seeks to:

- Replenish Standard Supplies: Ensure consistent event materials for all hosts.
- Enhance Recreational Experience: Continue offering player giveaways and awards to create positive memories.
- Recruit More Providers: Utilize host kits to expand the program to underserved areas.
- Support Player Retention: Maintain high-quality, affordable events to sustain player progression along the USTA pathway.
- Encourage more doubles/teams formats to maximize court space and reach more players.

The Net Generation Team Challenges and Junior Circuits have proven successful in introducing recreational players to match play. Many of these players transition to Junior Team Tennis and Junior Tournaments. These events provide an essential educational experience for players and parents, preparing them for more formal competition.

Over the past three years, host kits and player prizes have consistently enhanced the experience for new players, fostering their retention in the USTA pathway. However, recruiting more providers in local communities remains a significant challenge. Hosting these events often requires additional resources, including Court Monitors and training, to ensure quality execution.

To expand the Junior Circuit to more areas and reduce player travel distances, the Committee has proposed to support providers with standardized host kits that guarantee consistent event quality across all locations. Providing host kits allows organizers to focus on delivering high-quality events, reducing their financial burden amid rising costs. The proposed \$8,000 for awards ensures consistency across sites, with medals for first and second place and small trophies for first-place doubles teams. Parents emphasize the importance of affordability and staffing, with many indicating reduced participation if costs increase.

The 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. King, seconded by Mr. Davoudzadeh, and **approved** by a vote of 13 in favor, none opposed, and no abstentions.

RESOLVED: That, effective immediately, \$38,500 be added to the Net Generation budget for the 2025 Net Generation Play Retention and Recruitment as follows:

Net Generation Player Retention & Host Recruitment	Total
Host Kits - Balls, court equip., supplies, signage, volunteer gifts, etc. - Event Expenses	\$15,000
Player Prizes & Giveaways - Giveaways Expense	\$14,500
Award Medals & Trophies - 1st & 2nd place - Awards/Trophies	\$8,000
Postage & Shipping	\$1,000
TOTAL BUDGET REQUESTED	\$38,500

14. Action Item: New Junior Team Tennis Program & Referral Incentive

Ms. Barnes presented the Action Item of the Junior Team Tennis/Local Play Committee for a new Junior Team Tennis Program (JTT) and referral incentive, which includes the request for \$10,506 in 2025. Since launching the JTT Program & Referral Incentive during the Fall 2024 season (the program and budget for Fall 2024 was approved in August of 2024), NorCal has successfully recruited 14 new captains, supported by sox referring/mentoring captains, and welcomed 33 first-time JTT players, contributing to the growth of our participation numbers. Some of the captains were from programs/areas that either had not participated in a while or were new to captaining.

The Committee believes this incentive would continue to bring in new teams/captains per season who fill out a form on a first-come, first-serve basis, continuing with the 2025 Spring League season and throughout Summer and Fall seasons. This will encourage returning captains to market JTT to new volunteers and parents who want to run a team themselves and/or help us grow existing and emerging areas. Experience shows that introducing new players into JTT will increase participation in other junior events (Team Challenges, Junior Circuits, Tournaments). USTA NorCal will also host a New Captain Webinar for these captains to gain more knowledge and ask questions before starting their first season.

This proposal seeks to recruit new teams and players into the program; reward existing programs and have them guide/train new captains; and create participation in other junior pathway events.

The Committee projects that the incentive program would potentially bring in at least 240-360 new players per year (based on an average of 4-8 players per team) and 20 new captains/programs per season.

The 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. Pasqua, seconded by Mr. Mahir, and **approved** by a vote of 13 in favor, none opposed, and no abstentions.

RESOLVED: That, effective immediately 2025, \$10,506 will be added to the 2025 Junior Team Tennis Budget for the Junior Team Tennis Program and Referral Incentive:

JTT Program & Referral Incentive	Per Season	Total
\$25 Gift Card (20 new captains + 20 mentors x \$25)	\$1,000	\$3000
\$50 JTT Captain Jacket/Sweatshirt (20 new captains + 20 mentors x \$50 approximate cost)	\$2,000	\$6000
Registration/Processing Fees (4 new players x 20 teams x \$3.15 processing fee)* <i>*This represents the portion of the TennisLink registration fee that will be covered by NorCal out of the total \$33.00 fee. The remainder is waived and results in no losses in revenue because these players and teams are not included in the original projections for budgeted income.</i>	\$252	\$765
Postage & Shipping	\$250	\$650
TOTAL BUDGET REQUESTED FOR 2025 SEASONS (Spring, Summer, Fall)	\$3,502	\$10,506

15. Action Item: USTA NorCal Position on Videotaping and Photography

Ms. Norman presented the Action Item of the Junior Council to amend and restate the NorCal position on videotaping and photography. She reported that questions have recently been raised as to whether NorCal can or should have a policy that, in all circumstances, requires consent before videotaping can occur, or whether clarification is needed define when an Organizer who doesn't manage a facility is able to establish its own videotaping policy that would superseded the position of NorCal stated in Regulation 33.

After discussion with NorCal's legal counsel, it was made clear that NorCal's position needs to be that there can be no restrictions on videotaping or photography at a public facility where a tournament is being held, *unless* the terms of the lease for the facility specify the site is to be considered private for the duration of the lease. The amendment clarifies this, as well as gives examples that define a private facility and a public facility (private club/private school; public park/public school, respectively). Videotaping and photography can continue to be restricted at private facilities, based on the policy of the private facility.

Ms. Norman also noted that the Action Item originally was submitted for the December 2024 Board Meeting, but was pulled from the agenda because of the need to review recent updates to the USTA Safe Play policy that related to videotaping. She and Ms. Verhoeven met with the USTA's Safe Play department during which

it was clarified that the new restrictions regarding videotaping related to one-on-one interactions, and not to videotaping made in public.

Following discussion, the following motion was duly made by Ms. Sloan, seconded by Ms. Martin, and **approved** by a vote of 13 in favor, none opposed, and no abstentions.

RESOLVED: That effective immediately, the USTA NorCal Position on Videotaping and Photography as set forth in Regulation 33. of the USTA NorCal Junior Tournament Regulations shall be amended as set forth below (underlined language is proposed to be added; stricken-through language is proposed to be deleted):

33. USTA NorCal Position on Videotaping and Photography.

A. Events Held at Public Facilities. Videotaping and photography for personal, non-commercial purposes, of any portion of a sanctioned USTA NorCal event that takes place at a public facility, such as a public park or public school, is generally permitted permissible under the law, much like any event in a public place. ~~If a player, parent or other person affiliated with a player, objects to that player being videotaped or photographed, that player, parent or person may ask, or request that a Tournament Director or Certified Official intercede on their behalf to ask that any videotaping and photography stop, or that the camera be repositioned to exclude that player.~~ Other than optional compliance ~~or respectful consideration~~ with a request not to videotape or take photos, there are no grounds on which to deny anyone the right to videotape or photograph at a public facility. An organizer leasing a public facility may have terms in the lease that legally designate the facility as private for the duration of the lease.

B. Events Held at Private Facilities. ~~Notwithstanding this position,~~ Private facilities used for sanctioned events, such as a private club or private school, may have videotaping and/or photography policies of their own pertaining to events within the boundaries of their property; ~~which may supersede the position of USTA NorCal stated here.~~

16. Board Governance Training

President Costamagna, Ms. Norman, Ms. Sloan, and Ms. Verhoeven conducted a Board Governance Training. The training included information on the NorCal Mission and Vision Statements, Core Values, and Strategic Perspectives, all of which are a part of the NorCal Strategic Plan. Other topics covered were:

- The role of the Board, Staff and Committees;
- The requirements and expectations of Board Members;
- Important Governing Documents;
- The management of conflicts of interest;
- The budget process;
- NorCal Committees; and
- Governance policies related to the decision-making process.

17. Delegated Authority Decision Report

Ms. Norman 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 2 grievances filed with the Adult Leagues Grievance Committee
- Disposition of 2 outstanding appeals filed with the Adult Leagues Grievance Appeals Committee
- Consideration of 120 NTRP Self-Rate appeals filed with the NTRP Self-Rate Appeals Committee
- Consideration of 2 medical appeals filed with the Adult Leagues Medical Appeals Committee

Ms. Norman 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.

18. New & Returning Organization Members

Mr. Wenger presented the report of 2 new and 18 returning Organization Members since the last time the Board met on December 11, 2024, so that the Board may fulfill its obligation to review such report pursuant to USTA NorCal Bylaw III.D.

19. Treasurer's Report

Ms. Verhoeven reported that the Budget & Finance Committee will be working this year to establish a process for submitting budget-related Action Items to ensure for better planning across the association throughout the year. Mr. Wenger reported that during the February Board meeting both the November and year-end financials will be presented.

20. President's Report

- 2025 Leadership Meeting. President Costamagna reported on the USTA Leadership Meeting that was held the previous week in Ft. Lauderdale, FL, where Section leaders and Council and Committee Chairs were in attendance. The focus of the meeting was the goal of 35 million tennis players by 2035: 35x35 - Ambition to Action, with emphasis placed on retention, investment in people, and taking advantage of the momentum tennis is currently experiencing. Presentations on Advocacy, USTA Ventures, and the new Volunteer Management Council were made. When the Presidents met, each Section shared their focus and challenges, with facilities emerging as a common theme.
- New National Task Forces. USTA President Brian Vahaly announced the formation of several new national task forces to address areas of immediate need: Community Tennis Development Workshop group that is charged with returning the popular event in 2026 and a President's Box Task Force that is charged with reviewing how this important asset is used to grow the game.

President Costamagna encouraged the Directors to review her full report in greater detail.

21. 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:

- 2025 Event Google Calendar. Ms. Verhoeven announced that the Directors have been sent a link to add the NorCal event Google calendar, which includes the Board meetings, and which will be updated on an on-going basis, to their electronic calendar.
- Safe Play Requirement for All USTA NorCal Volunteers. Effective immediately, all NorCal volunteers must be Safe Play approved to serve on any committee, regardless of the nature of the committee work. Directors who are also a Chair or committee member, were requested to help communicate this message.
- 2025 USTA Annual Meeting. Ms. Verhoeven reminded the Board of the dates for the 2025 USTA Annual Meeting: March 21-23. It will take place at Omni La Costa in Carlsbad, California. Attendance is optional for board members. For those who choose to attend, NorCal will cover travel, lodging, and select meals.
- Section Network Support Funding. Network Support Funding (NSF), the primary source of revenue for NorCal, will increase by 5% in 2025, an increase to the budgeted 3.5% increase. The percentage will return to 3.5% in 2026. This one-time increase will deliver an additional \$745,000 to the Sections for 2025, compounding to provide an incremental \$4 million over the next five years. This will increase NorCal's revenue by roughly \$46,500 in 2025.
- Electronic Line Calling. Electronic Line Calling (ELC) subsidies will be provided to all Sections with a total one-time contribution of \$2.5 million. This subsidy aims to accelerate the rollout of ELC systems across all Sections, enhancing the player experience at our events. Each Section will receive a proportional ELC allowance to apply toward the lease or purchase of any qualifying ELC system(s). Additional details will be shared soon, and amendments to the USTA Regulations have been proposed to provide information on how it is to be used in sanctioned tournaments.
- Tennis Court Funding. Tennis Venue Services (TVS) grant funding will increase to \$10 million for 2025, featuring higher individual grant limits and simplified technical requirements for most projects. This significant commitment to growing and maintaining the U.S. tennis court inventory represents a more than six-fold increase in funding, compared to the \$1.6 million average awarded annually over the past two years. Details on the updated grant limits and process will be released in January 2025.

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

22. Delegate's Report

Ms. Sloan noted that the key takeaways from the Leadership Meeting were reported out previously by the President and Executive Director. She was impressed by Brian Vahaly's and the USTA leadership's sincere efforts to interact with the Sections to better understand their needs and challenges. She learned that many Sections operate programming at facilities, and others have undergone capital campaigns to buy or renovate facilities. Governance is also of concern to some Sections, with some struggling with their election processes. Advocacy was also emphasized as key to having success in the areas of the key pillars of coaches, player and facilities.

23. Adjournment

Following the announcement that the next meeting by video conference on Wednesday, February 19, 2025.
With no objection, the meeting was adjourned at 9:32 pm.

Respectfully submitted,
Andrea Norman, Secretary

Authority

1. The USTA NorCal Hall of Fame Selection Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, subject to the following requirements:
 - The Committee shall consist of at least seven members;
 - The Chair may recommend to the President appointments to the Committee, and mid-term changes to the Committee membership;
 - At least ~~three~~ five members shall have previously been inducted into the Hall of Fame;
 - At least one member will be an Officer of USTA NorCal;
 - No person who is under consideration for induction may be a member and any non-inductee member whose name is submitted for consideration shall be required to abstain from attending any meeting during which their induction is under consideration;
 - No less than a majority of the members, and the Chair, shall be residents of USTA NorCal.

Each member shall serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled by the President.

2. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a ~~3/4~~ 80% vote of the total number of members serving on the ~~e~~Committee.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.

7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the USTA NorCal Hall of Fame Selection Committee is to annually select persons for induction to the USTA NorCal Hall of Fame.

Responsibilities

1. Collaborate with the USTA NorCal Hall of Fame Luncheon Committee in furtherance of such Committees' responsibility to organize the annual recognition of inductees.
2. Develop a communication plan to educate the USTA NorCal community on how individuals may be nominated for consideration for induction.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Committee is authorized to create a nomination form for prospective inductees.
- The Committee is authorized to set the application deadline if it is determined that August 1 will not be the deadline for a given year.
- The Committee is authorized to select inductees to the USTA NorCal Hall of Fame ~~consistent with criteria and selection procedures approved by the USTA NorCal Board~~ as set forth in the Procedures for Selecting Inductees to the USTA NorCal Hall of Fame, as adopted by the Board and amended from time to time; provided that the selection of any person for induction that deviates from said criteria, must first be approved for induction 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.

In 1974 tennis enthusiast Elmer J. Griffin formed a seven-person group, five of whom were or became USTA NorCal presidents. Under Griffin's leadership, this group created the Northern California Tennis Hall of Fame. The group had no formal connection with what is now USTA NorCal. During the succeeding six years, the group elected 56 individuals into the Hall of Fame. Upon Elmer's death, the group ceased to exist.

On November 5, 1990, a new group of five persons, including USTA NorCal president elect Mike Mee, past USTA NorCal presidents Bill Hoogs and Don Jacobus, and current staff members Tom Carter and Peter Herb, met at for the sole purpose of resurrecting the Northern California Tennis Hall of Fame. At that meeting and another meeting one week later, standing orders for the makeup of the committee and the criteria for selection to the Hall of Fame were agreed upon. Those standing orders have been amended from time to time and have been amended and restated by the USTA NorCal Board of Directors in full as follows:

- I. Criteria for Selection to the Hall of Fame.** The purpose of the USTA NorCal Hall of Fame is to recognize, through induction of members, persons who have made a significant impact on the growth and promotion of tennis in the USTA NorCal Section.
- A. Required Minimum Criteria.** ~~Except as provided in Section III.C.,~~ prospective inductees must meet all of the following requirements:
- 1. Residency.** Prospective inductees must have resided no fewer than 10 years in the geographical boundaries of USTA NorCal.
 - 2. Major Tennis Achievement.** A major tennis achievement (as defined below) must have been accomplished during residency in USTA NorCal.
 - 3. Minimum Age.** Prospective inductees must have reached 40 years of age during the year of induction.
 - 4. Attendance Requirement.** *Unless* the prospective inductee will be inducted posthumously, such person must commit to attend the induction ceremony.
- B. Major Tennis Achievement.** ~~Except as provided in Section III.C.,~~ prospective inductees must fall into one or more of the following categories and shall have demonstrated achievement in tennis as described below:
- 1. Player:** Remarkable national or international achievement at the junior, collegiate, adult or professional level. Consideration shall be given to sportsmanship and character, the length of a player's residency in USTA NorCal, and to a player's participation on a USTA NorCal or USTA team in regional, national and/or international competition.
 - 2. Contributor:** Remarkable contribution to the sport of tennis in any one of the following categories:
 - a. USTA NorCal Volunteer.**
 - b. Coach.**
 - c. Official.**
 - d. Professional or Charitable Work.**

II. Nomination.

- A. Nomination Form & Annual Deadline.** Nominations must be made using the electronic form posted to the USTA NorCal website ~~[need URL]~~ no later than ~~March-August 1~~ of each calendar year (or such other date approved by the Committee); ~~provided that any person whose name has been placed into nomination prior to adoption of these procedures and any new person~~ nominated may be considered for induction by the Hall of Fame Selection Committee ("Committee") for up to ~~5-8~~ years following the year of nomination. After such time, a lapsed nominee may be considered only if a new nomination form is submitted.

The electronic Hall of Fame Nomination Form can be found at the following:
https://ustanorcal.formstack.com/forms/hall_of_fame_nomination

- B. Self-Nominations Prohibited.** Prospective inductees may not self-nominate; however, prospective inductees may participate in providing information for the nomination form.
- C. Committee Members May Nominate.** Committee members may nominate prospective inductees, *except that* a Committee member may not nominate a person with a familial relationship. See Section III.B. below.

III. Selection of Inductees.

- A. Selection Meeting.** ~~As soon as feasible after the annual nomination deadline, From among the pool of persons placed into nomination,~~ the Committee shall meet to select up to five members to be inducted for the calendar year. All deliberations and votes are to be held in a closed session, with only the result of the votes reported in the minutes of the Committee meeting.
- B. Conflicts of Interest.** Any Committee member (or Board member, if applicable) who has a familial relationship to a prospective inductee shall not participate in the discussion or induction vote and such person shall not count toward calculating the ~~3/4~~ vote requirement described in Section III.C. below. For the purposes of this provision, a familial relationship is defined broadly and is intended to include, but not be limited to: parent, spouse, sibling, grandparent, cousin, and aunt/uncle, including step-relationships.
- C. Required Vote.** ~~A 3/4~~An 80% vote of all the members of the Committee in support of a prospective inductee is required for selection, *except that* any person voted for induction that does not meet the criteria set forth in Section I. must also be approved for induction by a 3/4 vote of all of the members of the USTA NorCal Board of Directors.
- D. Secret Ballot.** Upon the vote of a majority of the members of the Committee, the vote to select members for induction may be conducted by secret ballot.
- E. Notification of Induction.** As soon as feasible following selection, and after the date of the annual Hall of Fame Induction ceremony has been determined, the inductees shall be notified by the Chair of the Hall of Fame Committee. Upon notification, these persons will be asked to commit to attending the annual Hall of Fame induction ceremony.
- F. Treatment of Persons Unable to Attend Hall of Fame Induction Ceremony.** Any living inductee who is not able to meet the attendance requirement (Section I.A.4. above) shall automatically be deferred until the following calendar year and shall count toward the maximum number of persons that may be inducted in a calendar year. No additional persons will be selected for induction as a result of a person being unable to attend. A person that is not able to meet the attendance requirement in the following calendar year will not automatically be inducted in the third year; however, such person may be considered for a future induction, within the 8-year limit from nomination described in Section III.A.
- G. Report to USTA NorCal Board.** As soon as selection has been completed, the Committee Chair shall report the names of the persons selected for induction to the USTA NorCal Board, including the names of any persons who have been deferred to the following year due to their inability to meet the attendance requirement.