

**Minutes of the USTA NorCal Board of Directors**  
**Wednesday, February 18, 2026**  
**Via Zoom**

**Directors Present:** Leslie Airola-Murveit (Secretary), Andrea Barnes (Vice President/President Elect), Christine Costamagna (President), Collin Braun, Anoosh Davoudzadeh, Mike Dickey (Treasurer), Silvia Duenas-Biesler, Cheri King, Jana Klein, Damon Levy, Mylene Martin, Pam Sloan (Delegate), Caroline Sheu, Valerie Thong, Mariko Fritz-Krockow, Samir Mahir and Marco Sanchez

**Directors Absent:** None

**Advisory Directors Present:** Jack Walker and Andrea Norman

**USTA NorCal Staff Present:** Summer Verhoeven (Executive Director), Jesus Cortez (IT Manager)

**Guests Present:** Jonathan Madison, Legal Counsel

**1. Call to Order**

President Costamagna called the meeting to order at 6:33 pm and a roll call was conducted. Mr. Sanchez read the NorCal Mission Statement and Vision Statement.

**2. Approval of Agenda**

The Board considered approval of the agenda, a copy of which was distributed with the meeting packet. There being no opposition, the agenda was announced and approved.

**3. Approval of Minutes**

The Board considered approval of the minutes of the meeting held January 21, 2026. Following discussion, the following motion was duly made by Ms. Sloan, seconded by Ms. Fritz-Krockow, and **approved** by a vote of 15 in favor, none opposed, and no abstentions.

**RESOLVED:** That the minutes of the meeting of the USTA NorCal Board of Directors held January 21, 2026, are hereby approved as corrected.

*Ms. Norman, Mr. Walker and Mr. Cortez left the meeting for the Closed Session.*

**4. Closed Session**

President Costamagna announced that the Board would go into closed session. Attorney Jonathan Madison was present. Following the conclusion of the closed session, Ms. Costamagna announced the discussion held during the session was to remain confidential.

*Ms. Norman, Mr. Walker and Mr. Cortez returned to the meeting after the Closed Session.*

**5. Mass Participation Priorities Funding Project**

Ms. Verhoeven and NorCal staff applied for and received a \$128,760 grant from USTA National to invest in projects to increase participation and help achieve the 35x35 USTA national strategic priority. The funds will enhance training for volunteers, including the new platform being developed by the Volunteer Task Force, create partnerships with parks and schools to improve facilities, and unlock high school courts for programs and community use. It will expand recruitment and leadership development, recruit coaches from Tennis on Campus programs and build partnerships to establish Red Ball programs on existing pickleball courts. A facilities summit is planned to connect club owners and providers to leverage relationships and offer resources. Ms. Verhoeven commended the Advocacy Task Force for its stellar work to create volunteer training and establish relationships with local parks.

**6. Volunteer Task Force Update**

Ms. Sloan is leading a team that includes Ms. Duenas-Biesler, Ms. Klein, and Mr. Panconi, with assistance from Mr. Cortez focused on volunteer recruitment, training, and software, specifically in alignment with the 35x35 initiative. The team is currently surveying service providers to pinpoint their exact volunteer needs. A key component of this effort is a new volunteer recognition structure, which will feature four tiers: Grassroots, NorCal Club, Ace, and Grand Slam.

Ms. Sloan stressed that a robust volunteer pool is essential for augmenting the efforts of limited paid staff. As part of this, volunteer training is under development, and a program to award volunteers for their years of

service will be instituted. To model NorCal's own efforts, Ms. Sloan connected with USTA Florida and plans to design a similar volunteer service webpage based on their dedicated page.

The team will conclude its report by the end of February.

#### **7. Action Item: Donoff Cup Team Apparel Funding**

Ms. Airola-Murveit reported that The Donoff Cup, an annual national team tournament comparable to the Women's Intersectionals, is expected to include five 6-player teams from NorCal (30 men), though the final number depends on entries. To boost team spirit and promote USTA NorCal, it is being proposed that each player will receive a logo apparel item, with a cost limit of \$30.

This proposal was reviewed by the Budget & Finance Committee and there was no concern raised.

Following discussion, the following motion was duly made by Ms. Sloan seconded by Ms. Fritz-Krockow and **approved** by a vote of 15 in favor, none opposed, and no abstentions.

**RESOLVED:** Effective immediately, \$900 be added to the Adult Tournament Budget to purchase team apparel for players representing USTA NorCal at the Donoff Cup.

#### **8. Action Item: NorCal Website Migration**

Ms. Sheu reported on the proposal by the Marketing Committee to refresh the NorCal website. She stressed that the website is the central communication hub for the tennis community, providing information on programs and events. The current site, while functional, is difficult to navigate, lacks consistency, and is not optimized for mobile users.

To address these issues, the proposal recommends partnering with Elevated Audience to create a more user-friendly website, with a cost ceiling of \$11,000. It was noted that the existing website was launched just a year ago but lacks the necessary backend capacity to handle increasing traffic.

This proposal was reviewed by the Budget & Finance Committee and there was no concern raised.

Following discussion, the following motion was duly made by Ms. Duenas-Biesler seconded by Ms. Martin and **approved** by a vote of 15 in favor, none opposed, and no abstentions.

**RESOLVED:** That the Board authorizes the Executive Director to enter into a contract with Elevated Audience for website migration and redesign services in an amount not to exceed \$11,000.

**RESOLVED FURTHER:** That, effective immediately, \$11,000 shall be added to the 2026 Marketing Budget for this contract.

#### **9. Delegated Authority Decision Report**

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

- Consideration of 187 NTRP Self-Rate appeals filed with the NTRP Self-Rate Appeals Committee
- Consideration of 5 Self-Rate medical appeals filed with the Adult Appeals Medical Committee
- Consideration of 1 grievance filed with the Sportsmanship Committee

President Costamagna 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 no questions, comments, or objections to the actions taken by the Committees.

#### **10. Organization Member Report**

Ms. Verhoeven reported there was an increase in Organizations at year end. She also reported that there are one new and three returning Organization Members since the last time the Board met on January 18, 2026, so that the Board may fulfill its obligation to review such report pursuant to USTA NorCal Bylaw III.2.

#### **11. Treasurer's Report**

Mr. Dickey reported that the financial statements for December 31, 2025 were distributed with the meeting packet. He discussed the results to-date and projections for the year, including projected surplus/deficits and the significant categories of variance to the adjusted Budget. The budget will be amended to include the two action items approved tonight.

## **12. President's Report**

President Costamagna reported that the Cornerstone training videos are currently available to our Board and encouraged the members to utilize this resource. She encouraged Board members to attend high-profile NorCal events, local community activities, and the USTA annual meeting. For those attending the annual meeting, she suggested attending multiple sessions and reporting to the board in April. Also in April the Board will discuss innovative ideas to grow and sustain tennis programs in NorCal. President Costamagna will report on what other sections are using their USTA national funds for. She encouraged the board to read her report for information on the Section Presidents' meeting.

## **13. Executive Director's Report**

Ms. Verhoeven presented several program updates. A new NorCal Events Calendar is now available on the website. Board members are encouraged to attend events and record their participation using the new attendance form. In addition, the new USTA Participation Report was highlighted, showing positive trends for NorCal, including increases in retention, new players, core participants, young adult players, and ethnic groups. Members were encouraged to review both the USTA National Report and the NorCal Report.

Ms. Verhoeven described the Micro Grants program, covering eligibility, funding priorities, and application requirements, and urged members to share this information within their tennis communities. NorCal received the maximum allocated \$50,000 grant from National USTA Coaching. This grant will support both 2026 and future initiatives and has been integrated into the Coaching Programs operating budget.

Several staffing updates were reported. Keith Adams, a member of the Community Programs team, is retiring, and the position will be posted soon. The selection process for the Senior Manager of Operations position is underway, as the application period has closed. The hiring process for the Senior Manager of Community Programs position is in the final stage.

Ms. Verhoeven encouraged all board members to attend the upcoming awards ceremony. She requested that directors review her written report for additional information, including details on other upcoming events.

## **14. Delegate's Report**

Ms. Sloan reported that the section delegates met with the section presidents and executive directors for a combined leadership meeting held on January 26, 2026. The purpose of the meeting was to receive an update on the 35 x 35 initiative. The discussion included moving into phase III (Executing the Operational Plan) and next steps, coaching updates and 2026 goals, Tennis Venue Services and Facility updates, and player updates. A slide deck was included in her report. The Delegates Committee will meet on February 23, 2026. The bylaws are being amended slightly to conform with language from the US Olympic Committee and the Para Olympic Committee.

## **15. Adjournment**

Following the announcement that the next meeting will be online on Wednesday, April 15, 2016, via Zoom, and with no objection, the meeting was adjourned at 8:02 pm.

Respectfully submitted,  
Leslie Airola, Secretary