

## **LCTA Board Meeting Minutes**

**5-21-23**

**5:30 p.m.**

**VIA ZOOM**

**Facilitator: Bill Ennis -President**

**Note Taker: Andrea Weinstein-Secretary**

**Board Members Present: Ken Edwards, Bill Ennis, Meg Farrelly, Dee Mack, Jen McCool, Nancy Pitcarin & Andrea Weinstein**

The meeting was opened by the President Bill Ennis at 5:30 p.m. Bill noted that several Board members were unable to attend the Board Meeting as they were at the State Championships. The following items were discussed.

### **1. Approval of the Facility Enhancement Allocation Process**

The LCTA Facilities Enhancement Committee will offer specific facility allocations of no less than \$500 to no more than \$5,000 annually in 2023 and will increase to no less than \$500 and no more than \$10,000 in 2024. The LCTA Facilities Enhancement Committee will not exceed \$20,000 in total allocations in 2023 and will not exceed \$25,000 in total allocations in 2024 without Board approval. The LCTA budget will also be evaluated on a regular basis so that we are aligned with financial objectives.

The Committee will ask facilities to forward paid invoices along with a specific, itemized list of improvements (which can include additional payroll activity) before Committee approval for reimbursement.

The Committee will update the Board on a quarterly basis as to the reimbursement applications and the specific purpose. The Committee Members will consist of Bill Ennis, Dee Mack, DJ Barnhill and April Gift.

These reimbursements will generate considerable goodwill and positive relationships with our facilities and political platforms in the Low Country and add continuous, visible improvement of experiences for Low Country tennis players.

Jennifer Gregg, CEO of USTA SC, was highly favorable of the Facilities Enhancement Committee and our allocation investments.

After discussion, it was moved and seconded that the Facility Enhancement Allocation Process as described above be adopted. **IT WAS VOTED UNANIMOUSLY TO APPROVE THE FACILITY ENHANCEMENT ALLOCATION PROCESS.**

### **2. Approval of the Formation of LCTA Oversight Committee**

Bill consulted with Jennifer Gregg, CEO of USTA SC, this week. He reviewed the information previously forwarded to Board Members regarding the reactivation of the LCTA Grievance Committee with full responsibilities for both Grievance and Warning Issues. Nancy Pitcairn will lead the Grievance Committee and communicate the membership of that group in the near future. Steve Wilson will lead the Grievance Committee during Combo Season while Nancy is Head Combo Coordinator.

In addition, the LCTA will continue to report any suspension points assessed to individual parties to the USTA SC and it's Grievance Board.

Bill lead the discussion regarding a proposed LCTA Oversight Committee to govern significant misconduct within the League. An LCTA Oversight Committee would enable the League to terminate or suspend LCTA individuals who engage in the following:

- a. willful misconduct that results in injury to other LCTA player or LCTA official or property damage at Low Country Tennis Facilities;
- b. consistent, chronic, antagonistic, discriminatory or bullying activity entailing multiple infractions;
- c. incites insubordination or subversive actions that causes harm to the LCTA Local League or CTA; and
- d. displays chronic, deliberate unacceptable behavior, such as harassment or general misconduct.

Bill presented the following Penalty Structure based upon the number of infractions:

- a. 1st Offense - up to 1 year suspension from the LCTA;
- b. 2nd Offense - 3 year suspension from the LCTA; and
- c. 3rd Offense - Permanent Termination from LCTA

All complaints must be filed with a member of the Oversight Committee through a form to be available on the LCTA website. Nancy Pitcairn will Chair this Committee along with Bill Ennis, Dee Mack, Cile Perich, and Charlotte Gerber.

A 2/3 vote by the LCTA Board will be required in order for suspension or termination to be activated.

The suspension/termination is only applicable to LCTA activities and is not applicable to USTA activities.

This will be recorded as both an additional LCTA regulation and bylaw. Oversight Committee Actions are expected to be very Infrequent.

This Regulation/Bylaw is enacted to provide comprehensive protection and safety for all LCTA members, Board members, Coordinators and Facility Employees which is one of LCTA's Paramount Values.

After discussion, it was moved and seconded that the formation of the Oversight Committee with the procedures and penalties as described above be adopted. **IT WAS VOTED UNANIMOUSLY TO APPROVE THE FORMATIN OF THE OVERSIGHT COMMITTEE WITH ITS ATTENDANT PROCEDURES AND PENALTIES.**

### **3. Improved Marketing Dynamics**

Bill reported that the LCTA Website and Social media are being updated and improved. Board members will be asked for feedback.

### **4. Update on Fall Activities: LCTA Championships and Player Appreciation Event**

The following will be working on the Fall Activities:

- a. LCTA Championships: Meg & April

b. Player Appreciation Event: Ken; Jen; Dee; Bill & Ruth, & Melinda Zegas

## **5. Local League Update**

Dee reported on the number of Wild Cards for States as well as the dates and places for States. She also reviewed Registration Dates/Deadlines for Mixed, Combo and Singles Leagues, all of which are listed on the LCTA Website.

### **The following Agenda items were deferred to our June 4, 2023 Meeting:**

- 1. Approve Emeritus Status to former LCTA Presidents and Local League Coordinators**
- 2. Fee Increase Announcement Roll Out**
- 3. Update on LCTA Advocacy Program**
- 4. State Championship Update**

**The Meeting was adjourned at 6:32 pm.**