



TENNIS SENIORS AUSTRALIA
MINUTES OF THE PRESIDENTS MEETING
JULY 5TH, 2010, AT THE GOLD COAST

1 Welcome and apologies

Denis Colette welcomed all to the meeting with the news that we had very important decisions to make that ultimately will change the way our organizations function.

Present were Sandra Pettersen, David Legge (Treasurer, TSWA), Coral Vickers, Alan Hocking, Paul Kleverlaan, Ann Pusta, John Butterworth, Peter Breuglemans (Treasurer, TSACT), Enid Besant-Ryan, Arthur Olsen (Treasurer, TSNSW), Barbara Mathews, Bruce Osborne and Tom Hancy.

Two visitors; Belinda Kleverlaan (TA) and Shane Smedley (TW)

Apologies were received from Brian Dew, Pat Moloney, Bill Cromer, Gary Booth, Judy Collins, Janet Wang and John Britton.

Denis, in welcoming everyone to the meeting, indicated that with recent developments in Tennis Australia and the Member Associations meant that the tennis community has to operate as one organization. Even in the eighties, a number of the tennis groups wanted to be separate from Tennis Australia and the model has been working down that track and yet, in the past ten years, we have lost 25% of our membership. Trying to work the same monetary model of the past is not working today. So the key in today's discussions is that we will present to you a model that we believe will take Tennis Seniors into the future. It will mean that each of you as Presidents will have to go back to your committees with a full and detailed understanding of the way the new model will operate. In the papers we have handed out, we will take you through the finer points of the model today. We will take you through the (major structure of the) model and the Seniors Growth Model. In the past year Denis has worked with Robin O'Neill in designing models, discussing them with the executive, rejecting them and looking at new models. We are back to a user pays model and, with the research undertaken by Tennis Australia and ourselves, we believe we have a very good model. The only problem is it will take a year or two to get it in place and work through some of the associated IT mechanisms. So it will take patience (to achieve a successful outcome).

The enormous growth in Community Tennis through TA and the Member Associations has resulted in change of personnel as Robin's (O'Neill) workload has increased and Paul (Kattestaart) in charge of MYTENNIS, and has resulted in the appointment of Belinda Kleverlaan Tennis Australia's National Programs Manager, as our main liaison person at TA. In addition, Bruce, who has been appointed at TA to handle Seniors Tennis, has in the past eight weeks (with Denis) moved along this model more in eight weeks than what we have been able to achieve in the past four years. So everything is moving very fast. In addition to Belinda we have with us, Shane Smedley, who is a Competitions Tennis Manager with Tennis West and who is doing a considerable amount of work with TSWA. Denis indicated that we look forward to hearing from Belinda and Shane.

2 Minutes of the previous Presidents meeting held on the Gold Coast, January, 2010

The minutes were confirmed as being a true record on the motion of Enid and Paul.

3 Business arising from minutes

Peter Breuglemans indicated that Pat Maloney had thought that there was more information in the minutes than had been presented at the January meeting on the Elite Teams Division. Tom indicated that the paper, as distributed by Bruce, was typed into the minutes.

4 Belinda Kleverlaan, National Programs Manager, Tennis Australia

Belinda in response to the welcome by Denis, indicated she was excited to be here and share much of her knowledge and understandings with us.

Belinda indicated she wanted to share with us, aspects of research undertaken by the Gemba group on behalf of Tennis Australia, the findings of which are pertinent to Seniors in tennis aged 35+. This is one of the largest sports research projects undertaken and includes every state and age group among the 8,000 participants. Questionnaires were completed online and, in the case of children, parent support was given. Belinda indicated she would refer to only eight pages of a total of 200 pages of research results on which TA will develop marketing plans and the allocation of budgets to groups which includes seniors.

These results have been conveyed to most MA Community Tennis Managers around Australia, with WA being visited tomorrow. Belinda indicated she would show us snapshots of findings from among the Seniors 35+ group.

Chart 1. "Tennis engages about half of seniors – this converts to about 30% interested in participation and 3% who are fanatical weekly participants." 35+ seniors do have a high passion for tennis; high engagement and high interest where tennis is engaged regularly and where 29% are interested in playing tennis and understand the opportunities available. 14% of respondents currently play and this translates into 1.8 million players at present. TSA capture only a fraction of this total in our current model.

Chart 2. "Tennis commands one of the highest levels of passion among seniors with over half being fanatics or fans of the sport." Comparisons with all sports show there is a strong passion for the sport of tennis with 27% being classed as fanatics and 24% being fans. These results fare extremely well against popular sports like AFL (30% and 18% and with huge publicity) and walking (30% and 27%). Only cricket with 34% and 17% and swimming with 26% and 30% make up the top five sports for level of passion.

Chart 3. "At the national level, the Grand Slams command the highest level of interest among seniors, led by the Australian Open." 43% state a very strong interest in the Australian Open compared with 27% for the US Open. Other Australian events like the Hopman Cup (17%) and the Moorilla Hobart International show moderate support (by comparison).

Chart 4. "Seniors who participate in Tennis are significantly more likely to have an interest in the Australian Open." Regular participants, those more likely to play tennis, display a more likelihood of being interested in the Australian Open.

Chart 5. "Tennis is one of the most participated sports for those aged over 35 years with about 1 in 7 Seniors having played in the last 12 months." With 14% of respondents, only gym workouts (20%), swimming (27%) and walking (62%) answered more highly to the question of "which sport or forms of exercise have you participated in over the past 12 months."

Chart 6. **“Seniors participation in tennis is identical among men and women – one of the few ‘sports’ to holds appeal across genders.”** Women have a higher interest in walking and gym workouts than men.

Chart 7. **“Victoria and NSW are the states with the highest levels of tennis participation among seniors. It is among the most participated sport in each state.”** Tennis figures in the top five sports in which people participate in each state. Only walking, swimming and gym workouts have more participants (and may include many tennis players).

Chart 8. **“Tennis participation among Seniors is slightly higher in City locations compared to regional Australia.”** These figures translate into interest in both city and regional areas. 15% of city dwellers play tennis compared to 12% in regional areas; in the city tennis ranks fourth compared with a regional ranking of sixth where dance and cycling are slightly preferred to tennis and may be more related to life style in regional areas.

Chart 9. **“Nearly half the Seniors who have participated in tennis in the last 12 months have done so less than 6 times per year.”** Approximately 3.6% of Australians aged 35+ claim that they ‘usually’ play tennis weekly.

Chart 10. **“Senior tennis players are more motivated by the fun, social and family aspects of the sport and the fact that you can play the sport for life.”** Of players who have played in the last twelve months 76% stated ‘social catch up with family or friends and fun’ as the major reasons for play. 73% said ‘it involved both male and female’ and 68% said ‘to get fit’.

Chart 11. **“ Approximately 18% of Seniors that don’t currently play are interested in playing with over 70% of these having previously played during life.”** Of the 86% who stated they had not played in the past twelve months, 18% stated they were interested in playing. Of this 18%, 71% indicated they had previously played.

Chart 12. **“Among Seniors there is a large opportunity to grow the rate of participation with both Men and Women.”** 14% of male who have played in the last twelve months and a further 14% expressed ‘very interested’ in participating in tennis. 14% of women who have played in the last twelve months and a further 17% expressed ‘very interested’ in participating in tennis.

Chart 13. **“There is strong growth potential across the country in terms of attracting greater numbers of Seniors into Tennis.”** Across Australia, currently participating and interest in participating averages 29% of Seniors. It ranges from 22% in ACT and WA to 32% in Victoria. In the NT, we have 26 persons as registered members but 5% of seniors currently playing is outscored by 22% interested in participating.

Chart 14. **“Over 7 in 10 Senior tennis players prefer a ‘pay for play’ model to access tennis courts.”** When asked to express a preference for yearly membership, monthly membership or pay for each time you play, 21% chose yearly membership, 11% monthly membership and 73% ‘pay for play’. Only 12% are currently club members. It is evident that many young people are willing to pay for regular play without being interested in long term club membership.

Based on this extensive research, TA will embark on an extensive campaign to increase participation at all levels and in all areas. Bruce is to help TSA organization to market and grow participation in Seniors Tennis.

Implications and questions arising from the research findings.

Since participation means greater interest in the Australian Open and, given that only 14% play regularly, if more play tennis there will be greater fanaticism towards the Australian Open?

There are traditional ways of engaging or marketing tennis and opportunities for play, but with a population of changing values and changing needs, can we find way of engaging more by marketing our programs in less traditional ways? Will less traditional marketing increase participation rates and interest levels? What are some of these less traditional ways?

Given the popularity of the sports for family play and popularity across gender, is there a need to develop more opportunities for social play? (Ann)

Is there a view that Seniors 35+ (TSA) caters only for elite players and thus drives away would be members or participants? How do we make our organization more welcoming to seniors of all levels of play? (Bruce)

If people are playing but not regularly, how do we increase participation and opportunities for play?

The majority of people like to play tennis for life, whether male or female, with family and friends, involving parents and children. How do we promote what is available and what are preferred activities of these groups?

Perhaps the marketing of events and the combination of competition and social catch-ups is a way of motivating people to come to tournaments? (Denis)

How do we link the promotion of events with the motivation for playing tennis to maximize participation?

Are motivational factors the same whether the participants are 5 or 55 years? Is it a quality, immersive experience which engages all family members, whether playing or non-playing? What are the factors relevant to user groups? (Shane)

How do you raise the base numbers around 35 years?

As there is a need to draw the second/third tier players into the 35 years group, how do you make tennis relevant to this age group?

Is it just as important to raise the number of participants in the 20+ age group to maintain interest in later age groups?

What are the preferred times for play? Week-end or evening (eg, day light saving time or Sunday am or pm)? (Sandra)

It is evident that people are choosing when they want to play. Signing up for lengthy periods is creating a barrier to playing.

People, particularly young people are willing to pay much more by not having a commitment to an organization and a lengthy membership.

How do MAs capture registration fees for those people who pay for play through hire facilities?

How do clubs ensure public liability insurance, currently based on club membership, to cover risk of injury for non-members who hire courts for play? (Ann)

MY TENNIS

My Tennis is a registration software process and from next year will allow registered players to choose a number of 'add-ons' including if members wish to be a member of Tennis seniors. From the registration progress, members will fill in fields of information, and in time, our data bases will be formed. Tournament Planner and Competition Planner will allow competition organizers to accept online entries and to organize draws, enter results and allow competitors to track progress

and standing, etc. It is recognized that it will take time for organizers to accept and be trained in their use. In time, our paper and pencil arrangements currently used by many organizers will give way to use of computer software planning and organization. It is possible that training of organizers may become one of the challenges and responsibilities of Community Tennis managers linked to the MAs.

In addition, My Tennis has the facility to distribute monies to the appropriate groups such as Clubs, TA, TSA and the various MAs whose funds will be completed in the one payment by each player registration. Money from online entries for tournaments can be distributed in much the same way.

Concern was expressed for associated online entries through Tournament Planner to bring a greater cost through the Active organization which charges 6.5% per entry compared with the CAT entry and the PAL system which charges approximately 2.2%.

5 Presentation and discussion of 'A model for the Future'

A paper was distributed by Denis Colette for discussion at the meeting.

Denis indicated that there is a strong need for change and reorganization within TSA and the Divisions if we are to survive and grow as a strong sector within the tennis community. The first nine points listed under 'observations' (on the back of the paper headed 'Statistics for Tennis Seniors Australia') are the basis for our need to change.

Denis' paper was accompanied by the **National Strategy for Growth** paper presented and prepared by Bruce.

Bruce indicated that Tennis Seniors had to move forward so that we can grow and be financially sound. Bruce admits that this involves a fair degree in leap of faith. Bruce assumes that most 35+ players will become a member of TSA and at this stage there may not be a fee but, if there is one, it will be a minimal fee. Anyone who plays a tournament or is a club member will appear on the database so we will access these people. Two things to be aware of is that the MAD database and Baseline didn't include the date of birth field and this has made it impossible for us to calculate the numbers of 35 and over. Date of birth will not be loaded through the back end; the data base will only be cleansed and become correct when individuals go back into their registration to renew their membership and make entries and this will take up to eighteen months. Once the date of birth field has been completed we will know the numbers with which we are dealing.

A number of the Divisions responded by indicating that they had passed on to their MAs the date of birth of members or had constructed their own spreadsheets and included date of birth. Bruce stressed that population of the database is the first thing to get done.

It will be 12 months before all states are under MYTENNIS and a further six to twelve months before members will be accessing their registration. Concern was expressed that there are so many members who did not have access to a computer and so many who did not have an email address.

Bruce indicated that a run down of 2010-2011 will give a picture of where we hope to be in time. The executive has been working to get an alignment between each of the states and their respective MA and this is going terrifically well and is a credit to you all that it is happening so quickly. Each one of the service agreements is going to be different to suit the needs of each particular state and we are aware of this. We are going to be talking to states about some of the events they have in mind and to other MAs to help develop the SAs further. The goodwill out there is a most positive thing. We have touched on consolidation of databases and we have mentioned pay for play and how that is linked into it. We are in the process where 92computing website is able to be linked to Tournament Planner so that tournaments can continue to be run by Steve, given that MYTENNIS requires the use of Tournament Planner.

With regard to event depth and event growth, we are trying to come up with different templates or designs to cater for the night comp people, the social comp people, tournaments and round robin events and have their needs satisfied. We are catering well for tournaments. It is the second, third and fourth tier players about who we are concerned because, at present, we are not doing this well and this is where our growth potential lies. Likewise, it is these players to who we have to give consideration at our National teams carnival.

Web designs are being completed for the MAs and TA and once completed we have the option of adopting a similar layout/template. Some states have developed websites and they may not wish to change at this stage.

With regard to marketing, once we get access to many more players, we will need to market ourselves better and differently. Today we have a photographer at the tournament to obtain shots of a wide range of players to use in our advertising. Also, we will get shots of mixed doubles and people sitting around watching to display the social and fun side of our events. Once again we will be relying on the MAs since they have the expertise/personnel there to help and where you can talk with them as to how they can help you with different ways of marketing 35 and over so that information gets to more people. One of the goals is to increase our women younger age groups as we are hopeful of having teams in every age group (at the ITF world teams event) so that we can be seen on the world stage as being a country that participates in senior events from 35 through to 85 years.

TSA governance model is something that Denis will take you through as a discussion of the unitary model. As a good example, when we discuss changes to the regulations and we have to come back to you for decisions, it becomes a long process before change can be made. It is almost a 12 month process which does not suit many situations that arise and where quick decision making is required.

To wind up this section, an opportunity for questions was given. John indicated concern for the possible large increase of 35 and over players and inadequate supplies of magazine copies budgeted for the year and possibly without contribution from the new players. Bruce and others indicated a solution by using the 'newsletter' rather than increase hard copies. A number of Divisions are running a number of articles weekly or monthly, so the information is more relevant and up to date. Others suggested the MA magazines can/will accept or possibly accept articles. The price point hasn't been discussed. If anyone over 35 automatically becomes a member and the next year there is a box (in MYTENNIS) as an add-on, the player has a choice to continue or not as a member. When you have 600 members it is hard to get a sponsor; suddenly you have 20,000 members and sponsors become interested. In addition, there is a need in some Divisions to work hard at getting younger seniors interested in committee work to reflect a more acceptable profile for the age range with which we deal.

In response to a question posed by Denis as to whether we are going down the right track with our model and plans for the future, three Presidents responded by indicating that they thought we are heading in the right direction; that the Divisions were working well with their MAs and that they were forging very good working relationships between the organizations. There were no negative comments from those present.

Denis indicated that the Divisions strongly consider the restructuring of their committees inline with the suggestions made in his paper. That there is a need to get the right people in the right positions to be able to function efficiently and effectively. The people doing the tasks should be able to carry through their responsibilities without having many meetings. So much of the work can now be done by the MAs; marketing, seeking sponsorships, help with tournaments, training in software use, communicating with players and through websites, magazines and 'newsletters', and secretarial support.

You (the states) are in a much better position (as a result of the service agreement) as you should have less work, you can now make decisions that you can take to your MAs and that can benefit the growth in membership. It (the unitary model) is a bare skeleton at this stage and everything will take time to complete the picture; MY TENNIS will take time, problems of venues associated with Tournament Planner need sorting out, and so forth. With Bruce at Tennis Australia we can solve problems quickly. We are coming in at an angle where we can really influence the growth of our membership.

The user pay model is the one (we think will work best) but we are going to have to think about how the costing comes in through Tournament Planner.

And that means we will have to keep updating you people over the next twelve months as to the progress we are making. That is one of the reasons Denis has been thinking about the unitary model. The unitary model means the executive develops and runs the policy and it feeds the information down to the states. We still want you (the states) to be independent as you have to make serious decisions about your state, the states are quite separate (but still bound together by affiliation with TSA). The executive needs the flexibility (and the power) to make decisions and policy rather than wait many months before we get responses because you are so busy dealing with your state issues. The executive needs to deal with immediate issues quickly.

So we want to keep you fully informed and in a position to vote on the acceptance of this unitary model as it gains flesh with further developments over the next six months.

6 Australian Championships:

The following changes to the conduct of the Australian Teams Championships had been approved by the executive but presented to the meeting for decision.

Elite Teams Division: the proposal as prepared by Bruce Osborne was commented upon favourably by the executive and was approved by all. In addition, it was made known that acceptance of this idea means 4 extra courts (for three sessions throughout the day) and an increase in the number of balls is required. Furthermore, it was agreed that TSA will provide a new trophy, perhaps known as the 'Champions Trophy' with the names of all past winners of ITF World Championships inscribed thereon and this will be presented to the winning team.

However, the introduction of the Elite Teams Division **was not** supported by the Divisions. Alan Hocking remarked he thought such a competition involving one age group initially could be held at Melbourne Park or Homebush one week-end.

Recommendations arising from the report on 2010 Championships

ITF Seniors tie break rule: the Divisions agreed to adopt the new ITF tie break rule (change of ends after the 1st, 5th, 9th, 13th, and every additional fourth point) not only for all ITF sanctioned tournaments but also for the Australian Teams Championships.

Teams from overseas with five or more teams are now eligible for the Teams Trophy. This was supported by all Divisions present.

The rating system as previously recommended must be used by all Divisions and each Division must name its bench mark players as per the guidelines by September 30th. This was supported by the Divisions.

Closing date for team nominations is now the 1st November to allow a further week for ranking of teams. All team lists are to be collated before ranking of teams occurs. These lists are to be

forwarded to the Divisions and TSA for consideration. This was supported by the Divisions without dissention.

Divisions forming composite teams: composite teams must be decided in the first week after team nominations are received and after consultation between the Divisions involved.

Players wishing to play for another Division must follow the present regulations and seek permission from TSA executive one month before the closing date for team applications and before the grading of teams occurs. Presidents are asked to advertise this requirement to all players. All agreed without dissention.

Reduction in the number of sets per team match: The Divisions **did not** support a reduction in the number of sets for Super-Seniors (60+ and above) from 8 to 4 per match.

Medal Presentations, as introduced and organized this year, are to be continued. This was supported by Divisions.

On line social function bookings, as introduced this year, should be continued. The closing date for social bookings is to be determined by the host Division, TSNSW.

A revision of a fair and equable system for calculating the winner of the Team Trophy has been discussed with Steve and there will be no change as Steve believes the present system is the fairest.

The play off arrangements currently used in 8 team divisions will not be held. The format will be changed to **each team playing each other**. The winning team will be the team on top after playing each team. No finals will be held.

Prize money suggested for Championships and based on Division contribution: Bruce presented a table illustrating the amounts that Divisions would be asked to give based on current membership with each contributing proportionally to achieve a total of \$30,000. Currently, host states are expending \$10,000 on prize money but to increase it up to \$30,000 would be too difficult under the present system. The Divisions were asked to think further about this proposal for consideration at a later date.

The changes to the appropriate tournament regulations (where necessary) will be made in July and August. The changes will reflect the above decisions.

7 Notice of change to the constitution

Notice to amend the constitution by deleting paragraph 19 (4), page 7, which reads "A President, or Vice-President who has held that position for five consecutive years is not eligible for re-election to that office the following year" was made known to the Presidents.

Alan Hocking commented that this cannot be done and allow Denis to continue as President since he cannot legally nominate and that any change to the constitution must be ratified by the appropriate Government Department which looks after incorporated organizations. Alan suggested a general meeting be called using postal or electronic voting. However, the constitution did not allow for changes to the rules using such processes; see paragraph 10 (4).

8 Reports on progress of service agreements

TSACT is making good progress with its MA but still needs to lock in its Seniors Logo with the 35+ logo. The contract is still to be signed but it is regarded as an extension of the existing agreement. TSQ, TSWA and TSNSW are making very good progress and TSV is in discussions with TV and progress is being made. TSNT has no representative at this meeting and no or very little progress is being made. This has to be tackled when all others are up and running.

9 National Ranking tournaments

Bruce Osborne spoke on the need to increase the opportunities for players to have the chance to gain points towards a National Ranking. In addition to the ITF sanctioned tournaments, at present, there are only three other tournaments that contribute points to the National Ranking and it is envisaged, in time, that this can grow to around thirty such tournaments even if it meant including events in 10 year lots, eg, 35, 45, 55, 65, and 75 yr events. Divisions were asked to give consideration to how this might be achieved. There are a number of tournaments presently in the calendar which could become National ranking tournaments.

10 National Ranking Criteria

It was agreed that the criteria for National Ranking tournaments should include the ITF points won by players competing in the teams' events for singles and doubles at the ITF World Teams Championships. The inclusion of these points will commence in 2011 to give time to convey this to all players.

11 Equalization Policy for travel expenses for secretaries

TSWA, through Sandra Pettersen, asked that consideration be given to an equalization policy between the Divisions to allow each state to pay the same for the travel of its secretary to the Presidents meeting as TSWA is disadvantaged given that most meetings are held on the eastern seaboard. This was agreed unanimously by those present and will be used for future Presidents/Secretaries meetings.

12 Timing of the National Championships

Recently the executive received and discussed the following motion from TSV:

The committee of Tennis Seniors Victoria passed the following motion at a meeting held on xx April 2010 and requested TSA to consider it:

The committee of Tennis Seniors Victoria considers that Australian Seniors Tennis Championships should NOT be held in January, effective 2012, due to the likelihood of health risks to players from playing in extreme heat. The committee recognises the logistical difficulties for Tennis Seniors Australia in making this change, but considers that the decision must be made before deaths of players occur and also to arrest the ongoing decline in player numbers, especially in the teams events. The committee of TSV is willing to assist with discussions about re-organising this event.

The executive voted unanimously against the motion based on the discussions held in previous years and given the difficulties of ensuring court availability and running two carnivals during the year. The executive thought it unwise to split the Championships into two events. Players are advised to take more care with hydration and attention to the heat policy will be drawn to referees who have the power (under the heat policy) to suspend play. It is noted that three hygrometers are used at the Championships (and should be used in all tournament locations during the summertime). In addition, Bruce's statistics do not support some of the contentions made by TSV in its motion.

The general discussion by those present indicated that moving the Championships would cause a number of problems. The many comments supported the action taken by the executive.

By way of information, in dealing with questions raised by TSV, Tom brought to the attention of the ITF that it had not included the heat index in the updated ITF Seniors Regulation (it had been included in the previous edition of 2009). The ITF responded by indicating that the heat index was not pertinent to Seniors Tennis. As a consequence, the details of our heat policy have been forwarded to the ITF with a request that it be assessed as conforming to existing ITF policy or that our request be regarded as an application to vary the

rules of the ITF Tournament Regulations. The letter was sent five weeks ago and we are patiently waiting on a reply.

13 General Business

The break at the completion of a set; John raised the issue of players taking both the rest at the end of the set and again after the first game of the second set. It was agreed that players should be educated to take the break after the set and then after the third game of the second set (in addition to playing the new tie break rule).

Billeting; John expressed the view that the host Division should endeavour to provide billets for those players who had difficulty in paying for accommodation at the Teams Championships. Enid in response indicated that the organizing committee would take this into consideration for next January.

White Badge referees; John expressed his dismay that all ITF sanctioned tournaments must have a White Badge referee as from next year and enquired if anything can be done. Tom indicated that the executive had raised this issue in correspondence and in conversation with Luca Santilli but that the ITF was resolute in its demands.

Clash of ITF World Championships and South Australian Championships; As pointed out by Sandra, TSA was recently successful in having the TSWA Championships changed to another date. Where a clash of dates does inadvertently occur, it is always possible to try and change dates through the appropriate authorities.

Calendar of tournaments; It was agreed that all would try and meet the end of September as the deadline for the submission of tournaments for next year's calendar to allow for coordination and integration with other organizations.

Conduct of tournaments and the need for White Badge referees to know Seniors regulations; Paul reported that a White Badge referee caused confusion when the length of doubles matches was changed by the referee in line with his understanding and which was wrong. Tom, who was present at the tournament, pointed out to the referee that he was wrong and passed on to him an updated Seniors Regulation booklet. Tom has asked Bruce to tactfully indicate to TOA that referees should realize some differences between ITF regulations and Seniors regulations and become acquainted with these differences.

Review of contract of Head balls; Paul asked that consideration be given to the replacement of Head balls when the time was appropriate (at expiration of the current contract).

Tom Hancy

Honorary secretary

July 16th, 2010