



General Manager's Corner: "Farewell to My MTC Family"

To all my family, friends, and staff at the Marin Tennis Club, this will be my final GM Corner as my last day of work will be Thursday March 27. Hard to believe that I have been here six and a half years. WOW how time flies! I remember it all started in June of 2017 with a conversation at the MTC bar with Marty Marks and Rich Hoffman, president, and vice

president at the time, after a Men's 4.0 match. I think Paul Ross, our team captain, set me up but Marty and Rich convinced me to throw my hat into the ring for the GM position at the club. I did, was hired, and the rest is history.

There have been so many highlights during my career at MTC it is tough to name them all but one that will always stay with me. Managing the club during COVID was one of the biggest challenges in my career. Thanks to the great teamwork of my staff and the Board we maintained a safe environment during the COVID pandemic. The club was closed for a short period of time, and we opened with the proper protocols in place which allowed members to play tennis with peace of mind that transfer of the COVID virus was minimal if non-existent. This was important for everyone's mental and physical health to be able to exercise outdoors and to have social interaction during our Stay-at-Home period.

During my 44 years in club management, I've been extremely lucky to operate some



amazing facilities which included The Colony Club at the Half Moon Bay Golf Links, Tiburon Peninsula Club, Rolling Hills Club (twice) and the Rafael Racquet Club. But my favorite is the time I have spent here at the Marin Tennis Club. This is a very special club with a unique personality unlike any club I have managed. The kindness and appreciation shown by the membership of the staff is nothing like what I have experienced at my other clubs. I will really miss this aspect of MTC.

Finally, being awarded the distinction of one of the top 50 Premiere Facilities in the nation by the USTA, makes me proud that I am leaving the club in a great space with such an amazing honor. It takes a strong team from

Hello to our MTC Community,

the Board to the Staff to the Membership to fulfill all the standards of excellence at the highest level which separates our club from the rest. My goal is to pass the baton to my successor so they can maintain those standards moving forward.

Thank you everyone for providing me with the opportunity to serve you these past six years. I will cherish my time at MTC forever! My next chapter in life will be dedicating more time as Papa Toad too soon to be eight grandchildren (my son is expecting a boy in April), growing tennis opportunities in the Petaluma Community as President of the Petaluma Tennis Association, and returning to the court as a tennis teacher and coach. I leave you with my tagline:

"Enjoy Life Every Moment as We All Have an Expiration Date"

Communications from your Board of Directors

As we enter 2024 and our 50th year as the Best Tennis Club in Marin we are in a transition mode and the Board of Directors and General Manager Search Committee are pleased to announce that we have hired someone new to lead us into our next 50 years!

While it is always hard to let go of a trusted leader, the time has come for Chris Horne to enjoy his retirement, grandchildren, Hawaii beaches, and new adventures. His retirement will be effective March 31, 2024. He will be sorely missed and we know we speak for all Members when we say that MTC is vastly better for having him at the helm during his General Manager tenure.

We are also so pleased to announce that Maureen Solomon will start as General Manager on May 13th, 2024. Chris Horne will be working closely with Maureen to make the transition as seamless as possible, and while

there will be a gap in leadership for a small amount of time, the Board will make sure things continue to run smoothly.

We are sharing a message from the Search Committee about their process and an additional message from Maureen about joining MTC as our future leader.

From the Search Committee:

Upon hearing that Chris Horne was looking to retire, MTC established a General Manager Search Committee back in May 2023. The Committee consisted of Joe Rusbarsky, Rob Cochran, Karen Loebbaka, Jody Osterweil, Monte Zweben, Helen Clark, and Jennifer Holmes; with Kris Hinckley and Bee Tan as co-chairs.

The GM search process included interviewing all the key members of the MTC staff to better understand the responsibilities of each staff member and to help identify areas to be streamlined, improved, and/or restructured. A formal General Manager job description was developed and posted on the internet to advertise the position. Chris Horne reached out to his network of club professionals to further spread the word while our co-chairs also sourced candidates on their own.

All told, the Co-chairs interviewed 18 candidates and narrowed it down to a short list of 3 finalists. The finalists were then interviewed by 3 panels comprising the rest of the Committee to suss out the critical skills necessary to be a successful GM including HR/people management, communication, member services, organization, operations, leadership, finance, and a strategic mindset. The finalists also met with our full-time staff and Rob Ahearn (former Board President).

We are pleased to let you know that we selected Maureen Solomon as our next GM. Maureen brings with her over 20 years of tennis club management experience having been the GM at the Riviera Tennis Club, Braemar Country Club, and Fig Garden Swim and Racquet Club to name a few. She is an accomplished tennis player herself and was the first scholarship tennis player on Duquesne University's tennis team as a music major. She is currently the Director of Racquet Sports for the Clovis Unified School District in charge of

40,000 high school athletes. Maureen, along with her husband, Michael, will be moving from Clovis to the Bay Area in May 2024 to join the MTC family.

From Maureen:

I am both honored and excited to be your new General Manager! During the interview process, the MTC Board, Members, Chris Horne, and Staff were all so warm, receptive, and proud of MTC that I felt an immediate and deep connection to the Club and its history. I am looking forward to celebrating the 50th Anniversary and toasting the next 50 years of Marin Tennis Club in my inaugural year. I promise that Chris Horne, my amazing predecessor, and I will work together for a comfortable transition. I look forward to seeing you all at the Club this upcoming spring!

The Board of Directors is incredibly grateful for the hard work the volunteer Search Committee put into this process. The level of professionalism they exhibited speaks volumes to the dedication our members have to the Marin Tennis Club. We are also grateful to have such a true professional joining our community as General Manager.

We know that the MTC community will extend its best welcome to Maureen and her family. Cheers to 50 more years of being the Best Tennis Club in Marin!

Sincerely,

Jennifer Holmes, President

Emily
Birkenseer,
Vice President



Financial Committee Update

The main task of the Finance Committee in 4th quarter of 2023 was the finalization of the 2024 operational budget and its sign off by the Board in December. The committee worked very closely with management and the Board to create a realistic and conservative budget that essentially will be the financial blueprint for 2024. This incorporated a separate budget for both the Tennis Department and the MTC Cafe operations (both planning to provide positive contributions for 2024).

For 2024, there are no major capital expenditure projects planned. 2023 was a year when we successfully completed major property improvements, including the key entry system, the upgraded walkway into the club, and the remodel of the entrance area.

In 2023, the club bought out its solar panel system (previously leased). With a shout out here to new FC member Jeff Loebbaka, whose deep knowledge of solar systems provided invaluable information to the committee in making this financial decision.



Chair: Stuart Keirle

We were sorry to say "au revoir" to Norma Brewer who had provided useful input to the committee during 2023. We will miss her. As a result we continue to look for any member who would like to join the FC committee.

On reflection, it was pleasing to see that our new Tennis Department program was able to make a positive financial contribution in 2023. The tennis program has without a doubt improved the overall quality and visibility of our club.

After a hiccup of using an outside provider, the MTC cafe (now under internal management) has proved to be a financial success story. After years of operational losses relating to food and beverage in the \$20-40k region, the Cafe operation is now a regular contributor to the bottom line.

In 2023, we began to reduce our Bank debt with regular monthly payments of principal and interest. The "good" news here is that although the loan balance is \$762k, the interest rate is fixed at 4.2 % p.a for the remaining 13 year term.

The even better news is that the club continues to maintain healthy cash balance reserves, to cover a minimum of 3 month operational costs and our capital investment fund. This will continue in 2024.

With thanks to FC members - Frank Battat, David Wilson, Vlad Matyurin, Peggy Hodel, Ron Stoloritz, Jeff Loebbaka and also to Chris (our GM) and Fred (our controller), who provide the committee with regular on-time monthly financial reports and commentary.

Best wishes for 2024

Stuart

Tennis Department Updates

Dear MTC Members,

As we step into the vibrant season of spring, we're thrilled to share the latest updates and developments from our amazing Tennis Department!



Second Annual Pickleball Tournament 🏓

Mark your calendars for our highly anticipated Second Annual MTC Pickleball Tournament, February 25, 2024! Get ready to showcase your

skills and enjoy a day filled with friendly competition and camaraderie. Sign up to play with friends and family members. Stay tuned for registration details and exciting announcements!

Launching New 18+ Strength-Based USTA Season 🏸

Gear up for an exciting journey with the launch of our new 18+ strength based USTA season! The teams are registered and ready to go! As you know, our club is hosting sectionals this August, let's make this season a memorable one! Embrace the challenge, showcase your skills, and compete against the best in a dynamic and supportive environment!

MTC Summer Camps 🧒

Calling all young athletes and tennis lovers! Our summer camps are back and better than ever. Designed to inspire and develop budding tennis stars, our camps offer a perfect blend of fun and skill-building activities. Secure your spot early and make this summer

unforgettable! Sessions start June 10 and continue through August 16.

New Ladder Season 🏸

Introducing our brand-new ladder season! Elevate your game and challenge yourself

against fellow MTC enthusiasts in our dynamic ladder system. Whether you like singles, dingles, or mixed doubles – we got you covered! Offering 7.0MX, 8.0MX, 9.0MX this season, contact Anton for more details!

New Adult Clinic Schedule and Pricing Sheet Coming up 📅

Ready to refine your technique and elevate your game? Look no further! Our updated adult clinic schedule will offer several weekly sessions tailored to players of all levels. Check out our pricing sheet for spring and reserve your spot today!

Exciting Exhibition Matches 🌟

Join us every 1st and 3rd Friday of every month for Fab Five Fridays to witness tennis at its finest! We're thrilled to announce a lineup of exhilarating exhibition matches featuring top-tier talent. Stay tuned for announcements on dates, players, and cafe information. You won't want to miss out on the action!

Welcoming New Members

A warm welcome to all the new members joining our tennis community! Whether you're a seasoned player or just picking up a racket for the first time, we're excited to have you on board. Get ready to make new friends, improve your game, and create lasting memories on the court.

You can find us at the courts every day, feel free to say hi and ask any questions you might have! Here's to a season filled with passion, progress, and countless memorable moments on the court!

Warm regards,

The photographer position is now open to anyone interested.

A Word from Your Communications Committee

The newsletter is published by Fred Saland; the copy editor is Sarah Blevins

Communications Committee promotes all club events, newsletter, and new member introductions via in-house monitors, posters on windows and whiteboard, the club website, member portal, and Instagram.

Fred Saland, Internal Communications Manager, produces all communications with



Sincerely,
Linda Gordon

the assistance of Miles Schul Birkenseer is our Board Liais is Chair.

Members wishing to assist w communications are welcom submit pictures of general in club events, league matches vacays by our members. Th



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Greetings

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join in the competition of Texas Hold 'em,
Black Jack, and Mexican Train. We need chefs
to participate in the contest, dealers for Black

2, 2024
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Happy 50th Anniversary, MTC! There will be a number of events throughout the year to commemorate our wonderful club's history and anniversary.

MTC Social Committee members: Liz Tabussi, Karen Loebbaka, Carol Treadway, Katie Magnuson, Trudy Shepard, Sylvie Forestell, Linda Gordon, Clif Crowder, Michelle Verloop, Jennifer Myers, Fred Saland, Brenda Dorian, Linda Gordon, Luba Shveyd and Reese Stubbs. We welcome more to join us!!

HELP WANTED!

The Social Committee is actively seeking new members to join our committee and some to take over as Chairperson(s)

Chairs



Liz Tabussi

Karen Loebbaka

MTC

CHILI NIGHT Friday

March 22nd
Friday
4:00 - 7:00

Happy Hour
Specials
starting 5pm

\$15 buffet only



Texas Hold'em

Cash Prizes
to top 3 players



Hold'em For Dummies
class starting @ 5:45

\$25
buy-in
includes
buffet

Enjoy a
variety of
chilies,
corn bread,
& salad

Also, play
Blackjack,
Mexican Train

Limit
30 Players Register online/ by phone/ at desk